

## Community Grace Church, Warsaw, IN

### Executive Pastor

If you are interested in serving as an Executive Pastor to help move a growing church to the next level of effective ministry, then Warsaw Community Grace is a church you need to consider. Our mission is *to glorify God by being Christ-followers who make Christ followers*. Our vision is expressed in three statements:

WORSHIP THE KING • MATURE AS FAMILY • ENGAGE THE WORLD

The Executive Pastor will partner with the Senior Pastor in overseeing, designing, and multiplying systems to make this mission and vision come to life in our church.

The church is positioned to continue growing, and we believe that hiring the right strategic Executive Pastor is the next crucial step in this process. Besides the Lead Pastor, we also have a full-time Director of Student Ministries, a part-time Pastor of Congregational Care and Counseling, a part-time Director of Children's Ministries, a part-time Worship Director, and a part-time Resident Mission Consultant. Warsaw is known as the "Orthopedic Capital of the World," and is a city growing in corporate enterprise, ethnic diversity, and culture. HGTV chose Warsaw/Winona Lake to represent Indiana in their "50 most charming small towns in 50 states!" Link - <https://www.hgtv.com/lifestyle/travel/50-of-the-most-charming-small-towns-in-america-pictures?fbclid=IwAR1fW4S79JzJweaOC5XoeOismnZd9JD2oARne-J1psSvIcGJ8-9DAXR0rmw>

**Position Summary:** The Executive Pastor shares authority and responsibility with the Senior Pastor to flesh out the vision and design, oversee, and multiply systems to make it come to life in our church, including the assimilation, small groups, discipleship, ministry, outreach, stewardship, equipping, and leadership development. This role fits a strong system-builder, leader developer, manager-type pastor.

#### **Relationships:**

- Reports directly to the Senior Pastor
- Leads selected systems
- Oversees and resources the leaders within the other systems
- Builds relationships with church members/attenders
- Multiplies the ministry by training others
- Committed team player with other church leadership
- Serves as an Elder on the Elder Board

#### **Qualities:**

- Must be a stable, maturing Christ follower
- Positive and professional demeanor
- Competence in leadership, organizational development, and strategic judgment
- Self-starter, able to reach objectives without oversight

- Biblical education and training and 5+ years of pastoral-type experience
- Strong people and communication skills, both oral and written

**Key Drives of the Executive Pastor:**

- Visionary with assessment ability (leader/manager)
- Strategist (sees the big picture and the steps to get there)
- Designer, developer/implementer, tweaker (for systems)
- Achiever/goal oriented
- Staff developer/leader coach
- Equipper of ministry workers to impact those within their spheres of influence
- Heart for the lost
- Communicator/apt to teach the Word
- Risk taker
- True partner... strong but humble (not the final voice)

**General Responsibilities:**

- Partnering with the Senior Pastor in implementing vision and organizational leadership
- Oversight of church systems
- Collaborating with the Senior Pastor to hire, train, and coach ministry leaders and staff
- Disciple-making, with opportunities for preaching and teaching
- Contributing to bi-weekly staff meetings and elder meetings
- Performing other duties as assigned

**If you are interested, please send a cover letter introducing yourself and your resume to [executivepastorcommunitygrace@gmail.com](mailto:executivepastorcommunitygrace@gmail.com)**