



Encounter Church
of Palmyra

Executive Pastor

Purpose:

The Executive Pastor (XP) is responsible for the overall leadership and direction of church staff in the implementation of the mission of Encounter Church. This includes working collaboratively with the Lead Pastor in leading staff and lay leaders in the process of strategic planning, ministry evaluation, goal setting, and leadership development.

Responsibilities:

Proven ability to -

- Empower others through **Leadership Development** by encouraging others to discover and engage their giftedness and skills in service to the larger community. Strategically engaging with volunteers to assess both the need and fit of the next generation of leaders.
- Work collaboratively with church leaders to provide input into **vision** development and **vision** casting
- Lead the ministry **staff** in the establishment and ongoing direction of ministries that effectively insure with Encounter's mission, vision and values.
- Oversees **staff development** and planning of staff meetings
- Facilitate the annual **strategic planning** process including evaluation of ministry performance; and development of key objectives and tactics.
- Champion the development of **organizational infrastructure** through systems and processes in order to support healthy, long-term growth of the church and its people.
- Create a healthy and effective staff culture through development of the following **Human Resource** areas: policies and procedures, overseeing development of job descriptions; staff salaries, hiring/firing of staff and resolving conflicts.

Background:

Currently or able to be licensed with the Brethren In Christ (BIC) denomination.

Preferred Experience:

Masters level religious/biblical studies

Lived and ministered in various diverse environments, both large and small

Work Schedule:

An average of 45 hours

Reports To: This role will hold mutual accountability with the Lead Pastor and will report directly (along with the Lead Pastor) to the Church Board.

Additional Information: Each member of the staff team is required to follow these guidelines -

- ❖ Exhibit a growing relationship with Jesus Christ, living out the biblical qualifications of a church leader
- ❖ Demonstrate a passion for and personal practice of evangelism
- ❖ Pursue balance in work and home life
- ❖ Create space for a work retreat (1 day each month)
- ❖ Live within the greater Palmyra, PA area
- ❖ Attend BIC sponsored events