

SHORT DESCRIPTION

for the Executive Pastor of Ministries (XP-M) position:

The XP-M is responsible for implementing the Sr. Pastor's ministry and organizational vision through effective strategies and systems that reflect our culture, and for overseeing and coaching the ministry and management staff and keeping them accountable for outstanding outcomes. Preaching and platform ministry is not a regular part of this position, instead it's a role that engages a full focus on leading and supporting the ministers and ministries of the church.

RESPONSIBILITIES

The XP-M will...

1. Support and execute the God-given vision of the church as articulated by the Sr. Pastor: This includes establishing and ensuring ministry strategies and systems that best accomplish the vision.
 2. Oversee, develop, and coach pastoral and management staff to lead ministries and departments that are aligned with our unique culture and accountable for outcomes that fulfill our vision.
 3. Be prepared to represent the heart and direction of the Sr. Pastor to staff, elders, and congregants, and represent the church to external parties; triage, prioritize, decide and delegate internal and external requests to the church in ways that reflect our church's calling, culture, and vision.
 4. Engage in collaborative leadership with staff, elders and volunteers in the development of new ministries necessary to accomplish our vision.
 5. Partner with the Sr. Pastor in hiring (or releasing) any staff as necessary—understanding that the Pastoral staff is the Sr. Pastors staff, and the XP-M serves as a type of “chief of staff” for the pastoral team.
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ORGANIZATIONAL PLACEMENT

He or she will serve under the Sr. Pastor, alongside the Executive Pastor of Finance (who oversees budget, general administration & HR), and over the pastoral & management staff; be a part of the elder body; attend church council meetings in an advisory capacity; function as a facilitator over various church leadership meetings; and partner with the Sr. Pastor in leading pastoral staff and all-staff meetings.

QUALIFICATIONS

We will appoint an XP-M who is a systems thinker, a strategist, and is gifted to multiply effectiveness in our leadership team; who is eager to work with staff members (a majority whom are millennials) and help them thrive; who is called to execute someone else's vision and who joyfully welcomes what it means to serve as a “#2”; who “gets” (embraces and celebrates) our unique foundation and DNA as a church.

This person must be a strong, proven Christian Leader who loves Jesus deeply and manifests the fruit and gifts of the Spirit, and who fully embraces Foursquare theology and practice. They will be a “Joseph”, who can serve as an effective steward, multiplying ministry and resource.

The XP-M will be an optimistic, winsome person who exhibits humility in their work relationships, is an energetic self-starter and problem solver, and who constantly creates a positive and hopeful response in people they interact with and lead. This person will have significant effective experience in: Leading and working collaboratively with leaders; building healthy teams that get results; and excelling in business and ministry. A Graduate Degree in ministry, theology, and/or business or organizational leadership is a plus. The person we invite onto our team will be called to be fully invested, both personally & professionally, in life with The Church On The Way.

HOURS & COMPENSATION

This executive, exempt position will require approximately 50 hours a week to accomplish, including “church-service” time, but some weeks will require more. Work hours allow flexibility, but will generally be on Sundays through Thursdays with occasional Saturday meetings. Compensation is determined by the candidate’s experience, and through comparative analysis to other equivalent positions in churches of our size (around 2,000 in attendance) in our geographical region. Benefits include a generous retirement package, fully paid family health benefits and 4 weeks of vacation a year. Additionally, since we believe ministry flows out of a healthy personal and family life, we are committed to helping all our pastors to live with a measure of balance and boundaries, including taking a weekly Sabbath and engaging regular spiritual breaks (that are not vacation).

BRIEF CONTEXT

The Church On The Way, in the Van Nuys area of Los Angeles, is a 90 year old congregation that saw significant growth in the 1970’s, 80’s, and 90’s, under the leadership of Pastor Jack Hayford. The church experienced normal congregational life-cycle patterns, with a downward trend-cycle over the last 13 years, and is presently experiencing renewal.

We currently have an attendance average of about 1,800 on a Sunday morning (not including 300 to 400 who engage each week through streaming), a rapid increase of children and youth involvement, a membership exceeding 3,000, a FTE staff of 29 (with an average age of late thirties) and income of \$4.5 million a year.

Earlier this year we launched our Hispanic congregation of 3,000 attendees as its own church, and they now lease our West Campus properties.

The transition over the last couple of years has included an intentional shift from a formal church culture in our worship services to a comfortable atmosphere; additionally, our working environment is more relational, collaborative, flexible and fun. But though our music and clothing style and corporate culture have changed, the DNA of our church has remained, and in some respects has been strengthened in fresh ways for a new generation—that DNA includes the embrace of honest and passionate worship, integrity to the Word of God, powerful Prayer, discipleship of people into lives being transformed by Jesus, and being sent out all over our city and our world to express the supernatural ministry of the Holy Spirit: Our “one thing” is to encounter Jesus in all we do.

We have a diverse congregation that reflects our city and that spans ethnicities and generations, but our “front door” is increasingly full of 20-and-30-something millennials, many with young families. We celebrate multiple decisions to follow Christ in every Sunday service, and have a growing number of people who are involved in discipleship classes, small groups, and serving opportunities, including many who are living out the life and power of the Kingdom of God in and beyond their spheres of influence. We do not believe our church facility or gathering is the field we work in, but our meetings exist to equip a Kingdom force to be sent into the mission field outside of our church and express God’s love and grace and power to the world in which we live.

As we consider our identity, we are physically winsome, emotionally authentic, intellectually creative, socially accepting, and spiritually rooted.

VISION

The following vision was articulated by our Sr. Pastor and confirmed by our elders in early 2016:

*What’s my vision for the church that’s being built? Who do I clearly see us becoming? First and foremost, we exist to Encounter Jesus and help others encounter Him. Everything we do needs to be viewed through the lens of having a real encounter with Jesus and embracing all He has to give us through His work on the cross and through His resurrection, Spirit-empowered life. In light of that, *this* is the dream I believe God is giving us; it aligns with who our church has been for 40 years, and it is the dream God has spent shaping in my heart over my whole life...*

1. I see a church that’s clearly a *one-of-a-kind* and *creative* “bespoke” expression of God’s life in Los Angeles and to the world. We will not unthinkingly copy other churches, but be a resource to the Body of Christ.
2. I see multiple church services *full of individuals* who are encountering Jesus and being equipped as a congregation *together*: Shaped **by** the Word of God, and passionately worshipping and praying **in** the presence of a living God.

3. I see people overflowing with the Holy Spirit, living prayer-filled lives and walking in supernatural authority and gifting as ambassadors of God's Kingdom to minister all kinds of freedom to their broken world, starting in their own lives and families, extending to their neighborhoods, to our city and country, and reaching all across the globe.
4. I see us engaging bold and compelling ministry to kids, teenagers, and college-aged people, equipping a rising generation to truly encounter and deeply know Christ, to be full and overflowing with the Holy Spirit, to have spiritually and emotionally healthy relationships, to learn to live as world-changers, and to enter adulthood with a grasp of the call of God on their lives.
5. I see us being dynamically & courageously intentional about reaching out to an emerging generation of young adults, and as they encounter Jesus, equipping them to find their way into living with and leading healthy, godly lives, including in their spiritual vitality, family and peer relationships, ministry callings, and vocational assignments.
6. I see our large church multiplying smaller circles of community: Small groups, classes, ministry teams & mission/service teams for **every member**, multiplying all over the city, county, country and even the world—led by winsome, qualified servant-shepherds, helping people grow together as the body of Christ connected to Jesus and to one another, and living with Spirit-led intentionality in our city and our world.
7. I see us discovering, developing and deploying rising church leaders in our midst, keeping some, but sending many of them out and providing support and networking as they lead *all kinds of ministries, all over the world*.
8. I see our church interconnected with other churches across the globe; I see each member following the great commission by *praying for, giving towards, or going into our world*, and I see us fulfilling our global mandate with a special call to encourage and equip emerging church leaders wherever we go.
9. I see a church that is making fully formed and transformed disciples of Christ, so that diverse ethnicities, generations, genders, political persuasions, and cultural backgrounds will connect with what God is doing here and with one another: Growing deep in Jesus together and poised to be part of a global revival that has a fountainhead coming from right here.

Concisely, I see our church encountering Jesus as an authentic and growing community of Spirit-empowered disciples; a church of and for all generations, that is continually and intentionally welcoming and adding young adults and equipping them on a spiritual journey towards maturity, and a church that is developing, sending, supporting and networking members and ministers all over our city and our world as ambassadors of the Kingdom of God who are prepared to live and lead in a revival atmosphere.