



Executive Pastor of Ministries

Position Type: Executive level, Full-time exempt

Reports To: Senior Pastor

Summary: The Executive Pastor of Ministries is entrusted with shepherding FBCWG's people-facing ministries by leading, equipping, and overseeing the staff/teams meant to form disciples and send them into the world. This role ensures that every person, young to old, has a clear and compelling pathway to *Love God, Love Others, and Live Sent*. The Ministries Pastor works closely with the Senior Pastor, in a church-school ministry model, executing vision across the full scope of the church's ministry and mission endeavors.

Qualifications

- **Education:** Bachelor's degree required; M.Div. or equivalent graduate ministry degree strongly preferred.
- **Experience:** Extensive experience leading multiple ministry departments, managing and developing ministry staff, leading leaders who lead teams.
- **Spiritual Character:** Must meet the biblical qualifications for leadership outlined in 1 Timothy 3:1-7. A proven shepherd's heart with a demonstrable love for people across all ages and stages of life.
- **Alignment:** Affirms and adheres to The Baptist Faith and Message, 2000. 100% alignment with Church vision and priorities.
- **Competencies:** Wise pastoral instincts, high EQ evidenced by relational depth and strong communication and conflict resolution skills. Proven ability to lead, develop, empower, and hold accountable a team of ministry staff. A driver for alignment and execution across multi-department environments. Demonstrable passion to see the Great Commission advance through local, national, and global missions.

Scope of Responsibility

- **Leadership & Supervision:** Direct oversight of department leads across Next Gen (Kids & Students), Adult Discipleship/Small Groups, and Missions, ensuring team health, accountability, and performance.
- **Serve Team Ecosystem:** Shared oversight and development of the church's broader volunteer / serve team base across our ministry departments.
- **Ministry Reach:** Strategic leadership across FBCWG's discipleship pathways and mission environments for all age groups.

Core Responsibilities

I. Pastoral Leadership & Staff Development

- **Vision Execution:** Partner with the Senior Pastor to translate overall discipleship vision into actionable departmental goals, processes, and rhythms.

- **Staff Oversight & Development:** Provide coaching, annual reviews, and regular one-on-ones for ministry leaders to foster spiritual health, collaborative excellence, and professional growth.
- **Meetings:** Lead ministry staff team meetings. Participate in Pastors & Directors, All Staff, and relevant church leadership gatherings.
- **Meeting Agendas:** Works closely in support of the Senior Pastor to craft agendas for key meetings, including but not limited to Executive, Ministry Team, All Staff, Deacons.
- **Strategic Alignment:** Guide direct reports in creating Ministry Action Plans (MAPs) with measurable goals (KPIs) aligned with the Senior Pastor's Annual Strategic Plan.
- **Budgetary Oversight:** Ensure fiscal discipline and faithful stewardship across all ministry area budgets.
- **Operational Framework:** Maintain DNA Documents (Ministry Philosophy) and Standard Operating Procedures (SOPs) to safeguard alignment and cultural health.
- **Reporting:** Prepare and present reports for Church Business Meetings, ensuring clarity regarding ministry outcomes and strategic progress.

II. Kids Ministry

- **Oversight:** Provide pastoral and strategic leadership to the Kids Ministry Director, ensuring children (birth-5th grade) engage Scripture and grow in faith in a safe, nurturing environment.
- **Alignment:** Ensure kids ministry programming aligns with the church's discipleship pathway and reinforces what families are experiencing in the broader life of the church.
- **Family Ministry:** Equip parents as primary disciplers while maintaining engaging, age-specific Sunday environments.
- **Academy Collaboration:** Foster a cooperative ministry relationship with Foundation Academy to support and engage children and families across both environments.

III. Student Ministry

- **Oversight:** Provide pastoral leadership to the Student Ministry Director/Pastor, ensuring middle and high school students grow in faith, connect to the church body, and live on mission.
- **Alignment:** Ensure student environments are theologically substantive and relationally healthy, while supporting collaboration with Foundation Academy.
- **Discipleship Continuity:** Facilitate intentional on-ramps that help students transition well from kids ministry to students, and students into adult community.

IV. Adult Discipleship & Small Groups

- **Oversight:** Provide supervisory and strategic oversight to the Adult Discipleship Pastor.
- **Discipleship Pathway:** Lead a comprehensive adult formation strategy spanning Sunday environments, small groups, and additional learning opportunities.
- **Small Groups:** Guide the Small Groups ministry with a focus on leader support, spiritual health, community care, and group multiplication.

V. Missions

- **Vision Execution:** Execute the vision for local, national, and global missional impact, prioritizing church planting initiatives.
- **Mission Partnerships:** Identify, cultivate, and steward strategic mission partnerships that align with the church's vision and mobilize the congregation toward meaningful engagement.

- **Church Planting:** Champion FBCWG's pursuit of church planting, in partnership with missional entities, helping the congregation understand and participate in the multiplication of healthy gospel-preaching churches.
- **Congregational Mobilization:** Develop pathways that move people from awareness to active participation in missions, through giving, praying, going, and sending.
- **Missions Calendar:** Coordinate mission trips, events, and partnership activities throughout the church year in alignment with the Senior Pastor's annual vision calendar.

VI. Discipleship Pathway & Programming

- **Pathway Alignment:** Ensure all ministry departments are contributing to a coherent, church-wide discipleship pathway where people at every age and stage are moving toward greater Christlikeness and outward mission.
- **Programming Oversight:** Manage ministry calendars across departments to maintain unified vision rhythms and prevent programmatic silos.
- **New Member Integration (Starting Point, Newcomers Class):** Ensure Starting Point follow-up is handled and reported thoroughly, with emphasis on connecting attendees to Small Groups (for care, community and spiritual growth), Serve Teams (as a path to ownership), and providing clear action steps for financial stewardship (giving).

VII. Preaching & Pastoral Care

- **Pulpit Ministry & Teaching:** Serve as the second chair teacher in support of the Senior Pastor, including delivering sermons on Sunday mornings (6-8x annually), leading equipping classes, and other teaching opportunities as called upon.
- **Pastoral Presence & Counsel:** Be available to minister to the congregation through prayer, encouragement, and counsel. Offer short-term counseling as needed.
- **Weddings and Funerals:** Officiate ceremonies as able and available, in coordination with other Pastoral staff.
- **Discipleship Leadership:** Actively participate in the Small Groups by providing direct leadership support and equipping.

VIII. Professional Development

- Participate in annual denominational meetings (Southern Baptist Convention) and periodic leadership development conferences to ensure continuous growth, fostering network connections, and professionally representing FBCWG.

Fulfill other responsibilities as assigned by the Senior Pastor.