

Job Posting

Executive Director of Ministry



Company Information

Foothills Bible Church (FBC) exists to help people become faithful followers of Jesus Christ. Our identity is that Everybody is Welcome, Because Nobody is Perfect, and God has Big Plans for Your Life. Our core values are:

- Gospel-Centered
- Journey-Minded
- Relationally-Driven
- Action-Oriented
- Welcoming-Focus

Located on a spacious campus nestled next to the foothills in Littleton, Colorado, FBC is a non-denominational church serving the Denver area since 1973.

Job Description

Foothills Bible Church is seeking a spiritually mature, relationally gifted, and missionally aligned leader to serve as our next **Executive Pastor of Ministry**. This pastor will lead, shepherd, and coach our ministry staff, oversee the strategic implementation of our W2 (Word & Worship), G2 (Growth Group), and S2 (Serving & Sharing) discipleship strategy, and help ensure that every area of ministry is aligned for gospel impact.

If you're passionate about equipping leaders, fostering healthy ministry teams, and advancing the mission of making passionate followers of Jesus Christ, we'd love to hear from you.

Responsibilities

- Lead, Shepherd, and Coach Ministry Staff by providing spiritual and organizational leadership to ministry staff and key volunteer leaders.
- Mentor, evaluate, encourage, and guide staff in both their ministry roles and personal spiritual growth.
- Cultivate Ministry Alignment and Collaboration
- Ensure all ministries reflect FBC's mission, vision, and discipleship strategy.
- Lead the Ministry Lead Team to plan collaboratively, align calendars, and build unity across departments.
- Develop and implement ministry strategies, leadership pipelines, and systems for measuring ministry effectiveness.
- Collaborate with the Executive Pastor of Operations to manage ministry budgets with stewardship and vision.
- Serve as a key voice and model for FBC's values and culture.
- Champion the church's mission through clear communication, relational presence, and intentional leadership across all ministry areas.

- Engage visibly with the congregation, offering pastoral care, spiritual guidance, and teaching as needed.
- Support the spiritual health and formation of the church body alongside the Lead Pastor.

Knowledge, Skills, & Abilities

- Strong Theological Foundation with a deep understanding of Scripture and church doctrine with the ability to lead from a gospel-centered, grace-oriented perspective.
- Ability to shepherd both staff and congregation with humility, wisdom, and relational warmth.
- Skilled at developing ministry strategies, building leadership pipelines, and leading organizational change while fostering unity and collaboration.
- Experience in mentoring staff, encouraging growth, and providing constructive feedback to support both spiritual and professional development.
- Proven ability to align ministries to the church's mission and discipleship strategy, promoting cooperation and shared ownership of goals.
- Gifted communicator who can rally leaders and volunteers around vision and values while creating a healthy and vibrant staff culture.
- High emotional intelligence with the ability to resolve conflict biblically, foster trust, and lead with both decisiveness and approachability.
- Competent in overseeing ministry budgets, evaluating ministry effectiveness, and managing resources with stewardship and integrity.
- Comfortable teaching or preaching when needed, with a clear, gospel-centered communication style.
- Lives out authentic faith with integrity in all areas—spiritual, financial, moral, and relational—demonstrating personal emotional health and maturity.

Requirements

- Minimum 7 -10 years of leadership experience in a multi-staff church (preferably 500+ attendees).
- A bachelor's degree required; seminary or theological training preferred.
- Personal faith and active relationship with Jesus Christ
- If not already a member of FBC, should pursue membership during the introductory period
- Regular attendance at an FBC weekend worship service and participation in a Growth Group

Salary & Benefits

- Full time
- Salary range is \$90,000 to \$105,000 based on experience and qualifications
- Comprehensive health benefits (medical and dental)
- Four weeks of paid leave and nine paid holidays
- 403(b) retirement plan with matching
- Employee childcare discount

Ready to Join Our Team?

- For more information about our team, check out our [website](#)
- Please email your resume and cover letter to Tracy Spitler at tspitler@4fbc.org
- Deadline to apply: September 30, 2025