



EXECUTIVE PASTOR OF MINISTRY

POSITION SUMMARY

The Executive Pastor of Ministry (XPM) is the primary organizational pastor responsible for overseeing all ministry departments at Foothills Bible Church (FBC). Working in close partnership with the Lead Pastor, Executive Pastor of Operations (XPO), ministry staff, and the Elder Team, this leader is responsible for implementing FBC's mission through its core ministry strategy—W2 (Worship & the Word), G2 (Growth Groups), and S2 (Serving & Sharing).

The XPM provides spiritual leadership and strategic direction to ministry staff and key volunteer leaders. This person fosters a culture of health, alignment, and multiplication—equipping leaders who in turn equip others (Ephesians 4:11-12). With faith, humility, and wisdom, he ensures that FBC's ministries operate with excellence, unity, and gospel impact.

PRIMARY RESPONSIBILITIES

LEAD, SHEPHERD AND COACH MINISTRY STAFF

The XPM serves as the 'shepherd of the ministry staff'. This includes supervising and guiding staff, evaluating performance, encouraging improvement, and modeling accountability. The XPM serves paid and volunteer staff leaders as a mentor, coach, spiritual advisor, and encourager—providing guidance, training, exhortation and support, all rooted in biblical wisdom and the church's doctrine as outlined by our Elders.

CULTIVATE MINISTRY ALIGNMENT AND COLLABORATION

The XPM ensures that every ministry reflects the church's mission, vision, and discipleship strategy. This leader guides the Ministry Lead Team to coordinate planning, align calendars, and build strong relationships across departments. The XPM promotes collaboration, fosters shared ownership of church-wide goals, and safeguards the unity and direction of the overall ministry effort.

OVERSEE STRATEGIC PLANNING AND IMPLEMENTATION

The XPM leads the development of strategies, goals, and structures that support sustainable and fruitful ministry. This leader equips ministry staff to build leadership pipelines within their areas of responsibility—ensuring each ministry is identifying, developing, and deploying new leaders. The XPM collaborates with the Executive Pastor of Operations to develop and manage ministry budgets, ensuring financial resources are allocated strategically and stewarded wisely. The XPM monitors ministry effectiveness and ensures systems are in place to evaluate progress, celebrate wins, and adjust plans as needed.



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CAST VISION AND CULTIVATE CULTURE

The XPM serves as a primary voice and example for the church's vision, values, and culture. This leader keeps the mission of helping people become passionate followers of Jesus Christ at the forefront—regularly communicating its relevance and rallying leaders and staff around it. The XPM helps interpret the vision across all ministries, ensuring it remains the driving force behind strategies and decisions. The XPM sets the tone for staff and congregational culture through consistent messaging, relational presence, and intentional reinforcement of gospel-centered values in both public and private settings.

PROVIDE PASTORAL CARE AND ENGAGEMENT

The XPM serves as a visible and accessible pastoral leader for the congregation. This individual supports the spiritual health of the church by providing care, guidance, and encouragement to individuals and families. The XPM teaches or preaches occasionally, contributes to the spiritual formation of the body, and helps shape the church's rhythms of worship, prayer, and discipleship alongside the Lead Pastor.

PREFERRED STRENGTHS

THEOLOGICAL & EDUCATIONAL BACKGROUND

The ideal candidate will have a solid theological foundation and be deeply rooted in Scripture. A bachelor's degree is required, and theological or seminary training is strongly preferred. The candidate must fully affirm the doctrinal commitments of Foothills Bible Church. Their life and leadership should reflect a grace-oriented, gospel-centered posture that aligns with FBC's values.

MINISTRY EXPERIENCE & LEADERSHIP CAPACITY

The candidate will bring 7–10 years of leadership experience in a multi-staff church, ideally in a setting of 500+ attendees. They will be capable of both strategic oversight and relational leadership, with demonstrated success in coaching staff, leading through change, building systems, and aligning ministry efforts to church-wide vision. Experience in multiplying leaders and sustaining ministry health is essential.



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FAMILY COMMITMENT & LIFESTYLE INTEGRATION

If married, the candidate's spouse and children should actively support and engage in the life of the church. Their home life should reflect the biblical character and maturity expected of church leadership.

VIBRANT FAITH & SPIRITUAL INTEGRITY

The ideal candidate lives out an authentic, growing relationship with Jesus Christ that is evident in both private devotion and public leadership. This person is spiritually mature, grounded in the truth of God's Word, and consistently engaged in practices of prayer, worship, and obedience. Their life reflects emotional health, relational wisdom, and integrity in all areas—financial, moral, and spiritual.

RELATIONAL STYLE & LEADERSHIP PRESENCE

The XPM should be a warm and relational shepherd with strong emotional intelligence and interpersonal skills. A “gentle strength” leadership style—combining decisiveness with approachability—is ideal. The candidate must enjoy working with people, leading teams, resolving conflict biblically, and equipping others for fruitful ministry.

ACCOUNTABILITY

This position reports to the Lead Pastor, serves alongside the Executive Pastor of Operations, altogether forming the Executive Leadership Team.

SALARY AND BENEFITS

This is a full-time, salaried position ranging from \$95,000 to \$105,000, based on experience and qualifications. Foothills Bible Church offers a generous benefits package that includes health insurance, retirement contributions, paid time off, continuing education support and more. We're committed to cultivating a healthy staff culture marked by spiritual vitality, personal growth, and meaningful team connection. Ministry is a calling—and we want to support you with the resources and rhythms that help you thrive in it.

Deadline to apply is November 1, 2025.