

## Executive Pastor



### Snapshot

**Weekly Attendance: 700+**

**Neighborhood:** Washington, DC

**The role:** The Executive Pastor is responsible for the overall management and direction of church staff, aligning all functional areas in the accomplishment of the church's mission to make sure we are all rowing together in the same direction.

### Meet The District Church:

In the Spring of 2010 a small group of people gathered in Aaron and Amy Graham's living room in Washington, DC to dream about what it would look like for a church to "seek the peace of the city" (Jeremiah 29:7) — to exist for the sake of the city and for their neighborhood. We realized that many people move to DC to make a difference for the country and for the world, yet the city itself is often overlooked — and people often find themselves without friends or meaningful community. Moreover, the divide between people who moved to D.C. and people who grew up in D.C. — characterized by disparities in social status, education, health — was often ignored.

We felt — and still feel — called to be a church centered on Jesus, and to demonstrate this through our commitment to worship, community, and justice — connecting with God, with one another, and with the poor and the lost.

Since we started meeting in 2010, we've seen our community grow in ways we could never have imagined. We have been active in planting churches and in starting new ministries. Our first signature ministry we started is an initiative called [DC127](#), whose mission is to unite the churches in D.C. to reverse the adoption and foster care waitlists, so that there are no longer children waiting for families but rather families waiting for children. We are now working with almost 20 churches in DC and have served over 100 children in need. We have recently started a new initiative called [Just Homes](#) that is focused on mobilizing churches to build, invest, and serve in response to the affordable housing crisis in the city.

We are currently renovating an 8,000 square foot ministry center space near Catholic University in Brookland that will provide a hub for our staff, leaders, and ministries.

What started in a living room in 2010 is now a church of 700 people from over 60 nations who gather each Sunday in the heart of our nation's capital in a large high school auditorium to worship Christ. We are more than 50 small groups who are living in community in neighborhoods throughout the city. And we are a group of Christ-followers pursuing justice and starting new initiatives that are becoming a national model for how churches can be on the forefront of social change in their cities. We have a passion for reaching unchurched people and raising up the next generation of Christ followers who believe the local church is God's plan to change the world. We believe that our work here has just begun.

## Overview

The Executive Pastor is responsible for the overall management and direction of church staff, aligning all functional areas in the accomplishment of the church's mission to make sure we are all rowing together in the same direction. This includes outreach, hospitality, small groups, worship arts, student and children's ministry areas as well as strategic planning, finance, administration, human resources, and operations. The Executive Pastor is a trusted second to the Lead Pastor; a mission strategist with both execution and delegation abilities, administrative bent and giftings, great leadership gifting and track record, and an ability to speak/teach inspirationally when needed. The Executive Pastor helps develop the strategy and systems that lead to sustained healthy growth of the church.

## Essential Job Functions

- Support the lead pastor by translating the church's vision to practical implementation by overseeing day-to-day operations with staff and assisting lead pastor in working with the board.
- Lead the church staff in the establishment and ongoing direction of ministries insuring the accomplishment of the overall mission.
- Desire to build strong relationships with staff and coach them to help them grow as leaders and managers in their roles.
- Facilitate the annual strategic planning process including evaluation of ministry performance; review of mission, vision, and core values; development of key objectives and tactics; and establishment of three year goals.
- Establish and maintain a set of key performance measures that provide the Lead Pastor, the board, and church staff with ongoing visibility of the effectiveness of all functional areas of the church.
- Establish workflows and priorities for the staff and support them in focusing on accomplishing the most important projects at the right times.
- Develop annual financial plans that fund the accomplishment of the strategic plan and meet critical financial objectives such as established cash reserve levels.
- Oversee the development of infrastructure by all ministry and support areas (including administration, finance, human resources, and facilities management) that supports healthy, long-term growth of the church.
- Perform other duties as assigned.

## What we are looking for

### Experience

- Proven track record of effective leadership, judgment, and above reproach character.
- Success leading a team of strong leaders and navigating conflict.
- Demonstrated ability to execute strategic plans and track record of ministry growth.
- Effective coach and developer of staff.
- Can identify needed organizational processes, and lead the development/implementation of those processes.
- Strong desire to implement programs and build healthy systems that will foster the vision and continued growth of The District Church.
- Attention to detail in the management process.
- Executive leadership experience at a large church, corporate business or government environment preferred.
- Education in Biblical studies is a plus but not required.

## Personal Characteristics

- A genuine love for Christ and a regular prayer/devotional life.
- A life and heart congruent with the mission, vision, values and beliefs of The District Church.
- A fit for the diversity and fast-paced nature of DC with experience working in multicultural and predominantly millennial environments.
- A confident leader who also carries a dose of humility and authenticity.
- Highly disciplined work ethic.
- Self-starter and result-oriented contributor.
- A commitment to continual growth in personal, spiritual, and emotional maturity.
- An attitude of love and grace toward people.
- Strong relational and team building skills, particularly as it pertains to the Executive Board, Staff, and high-level volunteer leaders.
- A commitment to using wisdom and discernment before making decisions.

## Passion

- Passion to be part of a **missional** church that is helping equip people to be on mission in everyday life and to start and grow church-based justice ministries that become a national model for how a church can lead in meeting the critical social needs of their city.
- Passion to be part of a church seeking to become increasingly **multicultural** in order to share Christ and disciple people more effectively in this diverse urban environment.
- Passion to be part of a **multiplying** church that is helping develop and multiply leaders and churches in Washington, DC and beyond.

## Supervisor

Lead Pastor

Full-time paid salary with benefits

If interested, please email PDFs of cover letter & resume to Dale Jones at [durrjones@gmail.com](mailto:durrjones@gmail.com)