



## Executive Ministry Director for Hope Lutheran Church (LC-MS)

### Purpose statement:

Seeking an Executive Ministry Director with a pastoral heart, a passion for gospel-centered ministry, and proven skill in organizational leadership and management. As Executive Ministry Director, you will provide spiritual leadership while translating the Lead Pastor's vision into a strategic ministry plan with cohesive goals, mobilizing staff to execute. This role will include project management leadership to carry through with excellence. The Executive Ministry Director must have a passion for both leadership development (helping the staff team thrive) and practical management (running stuff well and getting stuff done).

### Responsibilities:

- With the Lead Pastor, building on a culture that reflects the mission, vision, and values of Hope
- Develop staff goals and metrics, driving ministry plans consistent with Hope's mission and vision
- Lead the integration and execution of project plans across ministry boundaries
- Lead Hope All Staff and Leadership Team meetings to aid in accomplishing church-wide goals and ministry expectations
- Ensure alignment of roles and responsibilities across church campuses to enable quality and efficient ministry
- Oversee Ministry leads including Kids (including Preschool), Youth, Marriage, Administration, and Communications
- Develop and mentor direct reports to maximize the giftedness and potential of each leader's God-given talents
- Provide a visible leadership presence across the church, including worship
- Build relationships with the congregation and staff during business hours and weekends

### Qualifications:

- Proven experience in a leadership role within a large church, nonprofit or business (large staff or a church of 1000 people or more) with expertise in church growth
- Excellent interpersonal and communication skills with the ability to connect with a diverse group of people
- Passionate developer of people and processes
- Innate problem solver with the ability to think in detail while still seeing the big picture
- Willingness to network with external Executive Ministry and Industry Leaders to determine best practices for ministries
- Excellent planner and project manager with the ability to understand bandwidth and set priorities to steward time, energy, and resources independently and responsibly
- Attentive listener and clear communicator who represents themselves and the church well through verbal, written, and nonverbal communications

Pay Structure: Full Time, Salary with Benefits (Health Care, Dental, Retirement, Disability)

Commitment: Minimum of 2 years

Prerequisites:

- Mature believer with firm beliefs in Christian doctrine and a high view of Scripture
- Gospel-centered, seeking to abide in Christ through prayer while speaking the gospel to themselves and others
- Bachelor's degree in church leadership, theology, or related field or equivalent business experience
- Minimum of 5 years of experience in a church or business role
- Strong organizational and leadership skills
- Demonstrated a strong strategic mindset
- Ability to lead, develop, and delegate while working collaboratively across church staff, volunteers, and members
- Excellent communication and interpersonal skills
- Fiscally competent
- Administratively gifted
- Proficient computer skills (Microsoft Office, Google, etc.)