Executive Pastor of Ministry Development Role Description

PURPOSE:

The Executive Pastor of Ministry Development will work directly with the Senior Pastor to provide ministry and staff oversight to all Director and Pastoral staff positions. This person is responsible for implementation of churchwide ministry objectives and the care and development of ministry directors and pastoral staff. The Executive Pastor will serve on the Executive Ministry Team led by the Senior Pastor.

I. POSITION TITLE:

Executive Pastor of Ministry Development

II. REQUIREMENTS:

- Be born-again and living a dedicated Christian life.
- Possess spiritual gifts, along with the professional and educational background adequate for the position.
- Possess the ability to implement the vision, mission, and values of ACC under the direction of the Senior Pastor and the Leadership Team of the church.
- Be licensed or ordained in the Evangelical Covenant Church or other accepted ministry credentials.
- Ability to work with confidentiality and discretion.
- Ability to work independently, under pressure, and with multiple people on staff.
- Excellent verbal and interpersonal skills.
- Be a member at Alexandria Covenant Church.

III. RESPONSIBILITIES:

- Will provide oversight, care, and development of all Ministry Director and Pastoral Staff positions.
- Will serve as a member of the Executive Ministry Team.
- Responsible for the implementation of churchwide ministry objectives.

- Oversight of local mission ministry in cooperation with Executive Team and Local Mission Team.

- Oversight of churchwide community engagement.

- Assist the Senior Pastor in preaching and teaching the Word of God, administering the sacraments, and faithfully carrying out pastoral work as needed.

- Serve as an advisory member of the Leadership Team. May serve as a voting member of ministry teams and committees, and in such capacity shall strive to establish and accomplish objectives and strategies in conjunction with the mission and purpose of the church.

IV. AUTHORITY:

The Executive Pastor of Ministry Development shall have authority to perform duties in accordance with their role description and under the direction of the Senior Pastor.

V. ACCOUNTABILITY:

The Executive Pastor of Ministry Development is accountable to the Senior Pastor.

VI. STANDARDS FOR PERFORMANCE:

- The Executive Pastor of Ministry Development shall conduct themselves at all times in such a manner as set forth in the Word of God for a servant of God.

- The Executive Pastor of Ministry Development will accomplish their duties and responsibilities in a professional manner and should demonstrate, along with the fruit of the Spirit, excellence, integrity, loyalty, and maturity.

VII. EVALUATION:

Yearly, the Executive Pastor of Ministry Development will meet with the Senior Pastor for a job performance evaluation. Goals will be set together for the coming year, the results to be evaluated at the next performance appraisal.

November 2026