

Executive Pastor

Job Description
The Bridge Church

Job Title: Executive Pastor
Position Type: Full-time, Exempt

Overview

The Bridge Church is seeking a high-capacity, high-trust Executive Pastor to serve as the strategic integrator, culture carrier, and organizational leader who will bring clarity, alignment, and execution to our growing church. This role is designed for a gifted second-chair leader who thrives in operations, leadership development, systems, and staff oversight—freeing our Lead Pastor to focus on vision, preaching, and key relationships.

Who You Are

- A **relational shepherd** who leads spiritually with care, emotional intelligence, and a deep love for the staff and people of the church.
- A **strategic thinker** who can translate vision into actionable strategy and execute with discipline and clarity.
- A gifted **leader of leaders** with a proven ability to recruit, develop, and manage high-performance teams.
- A **systems and structure builder** who thrives on creating organizational clarity, accountability, and alignment.
- A **steady force** and **culture champion**, reinforcing our mission and values through your words, actions, and leadership presence.
- A **second-chair leader** who finds purpose and calling in making someone else's vision a reality—someone who thrives behind the scenes, not in the spotlight.
- A **trusted partner** and **integrator** for the Lead Pastor—deeply aligned, relationally connected, and sharing mutual respect and friendship.
- A **fast-paced operator** who brings cadence, consistency, and momentum—driving toward results without needing to be pulled along.
- A **discernment-driven thinker** who offers intellectual and spiritual depth, not just agreement—able to assess ideas critically and push back in love.
- A **unifier**, capable of aligning diverse teams and functions, keeping everyone rowing in the same direction with shared values, priorities, and focus.

- A **filter and finisher**, capable of translating big-picture vision into executable plans—removing obstacles, resolving tension, and delivering results.
- A **capable communicator**, able to preach 3–4 times per year and step in during emergencies as needed.
- A personally **accountable** and **self-managing leader** who demonstrates resilience, humility, adaptability, and sound judgment.
- A **long-haul partner** in ministry—committed not just to a position, but to a people and a purpose.
- A **relational fit** with our Lead Pastor and team. If you wouldn't want to be stuck in an airport together for 8 hours, this probably isn't the right match.

Key Responsibilities

- Serve as the Integrator and right hand to the Lead Pastor, translating vision into systems, strategy, and execution.
- Provide leadership and oversight to the entire staff team, including hiring, coaching, goal-setting, and accountability.
- Own the organizational structure, ensuring every team member is aligned, empowered, and in the right seat.
- Lead all day-to-day operations of the church, including ministries, staff management, and strategic initiatives.
- Build and maintain organizational clarity—keeping communication flowing, people aligned, and culture healthy.
- Serve as the primary driver of execution, ensuring church-wide initiatives move forward on time, with excellence.
- Filter and sharpen the Lead Pastor's ideas—serving as a strategic sounding board and trusted decision-making partner.
- Champion and implement EOS (Entrepreneurial Operating System), ensuring systems are followed and traction is gained across all departments.
- Manage the annual ministry plan and budgeting process, working in tandem with our accounting partners and ministry leaders.
- Maintain a data-driven approach, ensuring we have clear insights into attendance, engagement, giving, and health.
- Serve as a conflict resolver and tiebreaker, fostering unity and keeping momentum when teams are stuck.
- Provide organizational cadence, leading staff rhythms such as weekly lead team meetings, all-staff gatherings, and development rhythms.
- Support campus expansion, preparing systems, staffing, and infrastructure for healthy multi-site growth.
- Shepherd the staff team spiritually and personally, reinforcing care, character, and calling.
- Occasionally preach or teach as needed in alignment with the teaching team's needs and opportunities.

- Serves as a member on the elder board. Upon hire, a season of examination as an elder candidate will begin. Formal eldership will not commence until the candidate is confirmed and voted as an elder by the elder board.

Required Qualifications

- A deep love for Jesus, his church, and a lifestyle of integrity, holiness and authenticity.
- A clear sense of calling to pastoral ministry.
- Full alignment with the Statement of Beliefs, the Values of The Bridge Church, the Values of the Staff, and the 7 C's of Staff.
- Previous church leadership experience in a large or growing church.
- History of leading teams, managing staff, supervising direct reports, and overseeing complex organizational operations.
- Strong organizational, management, relational, and communication skills with a passion for clarity and excellence.
- Experience working humbly and effectively behind the scenes to make others successful.

Desired Qualifications

- Previous Executive Pastor experience in a large or growing church environment.
- Experience implementing organizational systems and frameworks such as EOS, LEAN, or similar models.
- Formal theological education (seminary degree or equivalent).
- Church planting leadership experience.
- Proven ability to navigate change management in complex organizations.
- Track record of mentoring and developing leaders at multiple levels.
- Ability to analyze and steward large budgets and resources with wisdom.
- Prior experience and competence in the area of preaching and teaching.

Why This Role Matters

This isn't just a job—it's a calling. The Executive Pastor will be the single most important staff hire for our next season of growth and impact. This role will be catalytic to unleashing the full vision God has given The Bridge Church: to lead as many people as possible into a growing relationship with Jesus Christ and multiply the kingdom of God in Wilmington and beyond.

Employee Expectations

1. 7 C's of a Staff Member

Fulfills the expectations of a staff member at The Bridge Church written in the Staff 7 C's.

2. Employee Handbook

Fulfills all requirements and expectations written in the Employee Handbook of The Bridge Church.

3. Weekly Office Hours and Work Schedule

Fulfills the following weekly office hours for employees.

- Monday-Thursday, office hours 8:30am–4:30pm
- Sunday hours for regularly scheduled worship gatherings
- As needed for church events requiring staff attendance

Values of The Bridge Church

Our values define who we are and what we hold as most important. They set us apart and shape our commitment to God, to one another, and to the world. Here are the five core values that make The Bridge Church unique:

We are Bold

We love Jesus. He is Lord, King, and God—worthy of everything we are and have. Jesus' gospel is the most important message in the world, and we believe it wholeheartedly. This conviction shapes everything we do.

Following Jesus means taking him at his word and striving to live out his commands, even when it feels radical. To us, this isn't extraordinary—it's simply obedience. Yet, it leads us to boldness: sharing the gospel without fear, addressing challenging cultural issues, and building a church that reflects the early church's spirit and purpose.

We are far from perfect, but our focus on Jesus keeps us moving forward. We're not afraid to challenge the status quo or take risks for the kingdom. Boldness is part of our DNA.

We are Word and Spirit

We hold a high view of the Bible. As God's inspired and authoritative Word, the Bible reveals his truth, his character, and his will. It is the foundation of our teaching, our decisions, and our lives.

At the same time, we are passionate about following the Holy Spirit. The Spirit empowers and equips us for ministry, dwelling within us as individuals and as a church. We envision a community where every believer is filled with the Spirit and living out their God-given gifts.

Rather than leaning into extremes, we embrace both the Word and the Spirit. We study the Scriptures deeply and press into the Spirit's leading. This balance keeps us rooted in truth and responsive to God's movement in our midst.

We are For the City

Wilmington is our home. This city and region is where God has called us. We love this place, not only its beauty but also its brokenness. We are committed to this city and region. It is not a threat to us; it is our mission field. We are not against the city, we are for the city. Like God told the prophet Jeremiah, our aim is to "seek the good of the city" where God has sent us.

Jesus has commissioned us to be "a city on a hill." Therefore, it's our role to spread light and hope, and truth. Even though our city doesn't hold our beliefs, even though it doesn't adopt our practices, even though it's flawed, we are for it. We're going to show up. We're going to invest in

our city. We're going to impact it. We're going to make a difference here. And we're going to put the love of Jesus on display for all to see.

We are Family

The church is not an event; it's a family. The church is not a club, it's a community. The church is not a building, it's a body. We value meaningful relationships, and we believe every believer should belong to the local community of the church.

For us, this is a family. We care about names. We care about stories. We care about problems, challenges, and struggles. Ultimately, we believe the church should be a place where you are known and loved and meaningfully connected.

Therefore, we're going to invite you to jump in, get involved, and get invested. This doesn't mean family is easy. Nothing about this is easy, but we believe it's worth it. We're going to work hard to pursue unity and harmony together. We believe the church should be the model and example of Jesus-centered relationships in the world.

We are One

We pursue a vision of the church that embraces the unity of the body of Christ. As Christ prayed over his disciples in John 17, our ability to be one will help the world to know and believe in Christ. This means we not only embrace our differences but also value them. In the New Testament, the church is often described as a literal body with many parts. In the same way, our church is a body of many members with unique and beautiful differences.

Embracing differences can be challenging and uncomfortable, but it's also powerful. By loving and serving one another, we grow stronger together and display the gospel to a lost world. This means we must do the hard work to fight for unity and build healthy relationships.

At The Bridge Church, these values guide us as we live out our mission. They remind us who we are, what we stand for, and who we're called to be in Christ.

Values of the Staff

These are the top five values of our staff team. Values help clarify who we are and what we value. We are a unique team, and we are committed to these distinct values.

We believe Healthy Leaders make Healthy Churches

- We will create a culture of health.
- Who you are is more important than what you do.
- We will not compromise health for short-term outcomes.

- Church leaders are not perfect, but they set the example for the entire body.
- Employment in the church is a privilege, not a right.
- We will not tolerate ongoing unhealthy patterns or dysfunction.

We bring our Best

- We will create a culture of excellence.
- Excellence honors God and serves others.
- We will work hard in our job with an excellent work ethic.
- We will not tolerate poor effort or mediocre competency.
- We are not OK with “halfway” work.
- The mission demands our best, and the church deserves our best.

We fight for Unity

- We will create a culture of unity.
- God hates and abhors discord.
- We will honor the church and one another.
- We have hard conversations in order to prevent harder situations.
- We are a courageous organization.
- We are a relational, not transactional organization.
- We believe ministry requires significant unity and harmony among leaders and their families.
- We practice radical truthfulness, radical transparency, and radical trust.
- We will not tolerate actions that dishonor or sow discord among employees.

We are dependent on God to Move

- We will create a culture of dependency.
- Unless the Lord builds the house, we build in vain.
- We pray before we plan.
- We pursue the move of God through the power of the Holy Spirit in our work and ministries.
- We believe in hard work and laboring in ministry, but we will not expect the church to be built on man’s strength or power.

We are obsessed with Growth

- We will create a culture of personal growth and development.
- The leaders who are going somewhere are the leaders who are growing somewhere.
- We are humble learners.
- We are hungry leaders.
- We love feedback and coaching.
- We will not only endure feedback, we will solicit it and celebrate it.

- We will not tolerate a disregard for progress.
- We will not tolerate ego or resistance to input.
- We will not tolerate indifference to development.

7 C's of Staff

The 7 C's help us determine if someone meets the baseline qualifications to be an employee. These are used in the interview process as well as in the performance evaluation process.

Character

Employees are required to be persons of high character. We expect every staff member to demonstrate Godly character as they follow Jesus and pursue a vibrant walk with him. Perfection is not the expectation, but spiritual progress and ongoing repentance are requirements for employees of the church. As church leaders, we are examples to the flock, and our character is the most significant aspect to our individual leadership.

Calling

Employees are required to have an internal sense of calling to vocational ministry—specifically being employed by a church. Calling is obviously unique to the individual, but there should be a clear sense of calling for each employee.

This calling should not only be evident to the employee but should also be recognized and shared by the employee's family (if applicable). Due to the unique complexities of working for a church, calling is what helps staff members (and their families) navigate and overcome the many challenges within vocational ministry.

Culture

Employees are required to operate within the unique culture of the church—specifically within the values of the church as well as the values of the staff. As an organization, we operate according to the values of our team. The values dictate the way we behave and operate. It is expected that all employees are a healthy cultural fit for the staff and The Bridge Church.

Chemistry

Employees are required to operate well with the other staff members on the team. Unity is critical for kingdom ministry as well as healthy teamwork. As a staff team, we value diversity of experiences, backgrounds, perspectives, and opinions, but we also expect staff members to function well with other staff members in order to achieve biblical unity and oneness together as a team.

It is also required of employees that their families (if applicable) meaningfully pursue relational harmony and unity with church leaders, church employees, and church members. Effective kingdom ministry requires significant relational harmony among the leadership of the church.

Competency

Employees are required to have high competency in the area of their specific roles and responsibilities outlined in their job description. Competency requires each staff member to maintain the necessary skills and abilities in order to perform their job.

Champion

Employees are required to honor and champion The Bridge Church. To be an employee necessitates the ability to honor the leadership of The Bridge Church as well as honor one another. Staff members are the tip of the spear for everything God is doing at The Bridge Church, and we expect staff members and their families (if applicable) to champion The Bridge Church and the mission God has called us to accomplish.

Commitment

Employees are required to be committed members of The Bridge Church in good standing in order to enter and maintain employment. Employees are expected to meet the requirements outlined in The Bridge Church Member Commitment. Not only are employees expected to meet the requirements of the Member Commitment, they are expected to set an example because employees are leaders of the church. Therefore, employees will lead the way for the church as it relates to fulfilling the expectations of members.

In addition to the employee, the employee's immediate family (if applicable) must also demonstrate commitment to the church and fulfill the expectations outlined in the member commitment.