

BUFFALO COVENANT CHURCH

EXECUTIVE PASTOR



The Executive Pastor at Buffalo Covenant Church provides pastoral leadership and oversight to the church's ministry directors, equipping and developing leaders while fostering theological alignment, healthy staff culture, and effective ministry. Working in partnership with the Lead Pastor, this person will champion generational family discipleship across every ministry while advancing the mission of Buffalo Covenant Church: *to glorify God by being disciples who make disciples of Jesus Christ.*

QUALIFICATIONS

1. Spiritual and emotional maturity, with an intimate and growing relationship with Jesus Christ.
2. Commitment to prayer and sensitivity to the leading of the Holy Spirit.
3. Theological training (or actively pursuing it), with ordination or a pathway toward ordination, and demonstrated experience leading church staff, volunteers, or ministry teams.
4. Proven effectiveness in organizational leadership, including staff development, strategic planning, goal setting, and volunteer management.
5. Interpersonal skills that include the ability to build trust, navigate conflict, and develop and mentor others, combined with high personal integrity, humility, and effective communication.
6. Strengths in leadership, vision casting, preaching, teaching, encouragement, and team development.
7. Complete support of Buffalo Covenant Church's doctrinal statements: Statement of Faith, Mission Statement and Core Values, and Resolution on Sexuality and Marriage.

RESPONSIBILITIES:

1. Partner with the Lead Pastor to execute and communicate the vision for ministry at BCC.
2. Provide pastoral leadership to ministry directors through coaching, encouragement, accountability, leadership development, and regular supervision, cultivating a healthy and unified staff culture.
3. Facilitate regular leadership meetings with ministry staff to encourage collaboration and ensure ministries remain aligned with the church's shared mission, vision, and strategy.
4. Serve as BCC's primary champion for family discipleship by ensuring curriculum, programming, and ministry training are biblically grounded, aligned across ministries, and effectively equip parents as the primary disciplers of their children. Coach ministry leaders and volunteers in applying these principles within their areas of ministry.
5. Recruit, hire and onboard new ministry staff in partnership with the Lead Pastor.
6. Preach occasionally (2-3 times per year, as requested) and teach regularly in areas related to discipleship, leadership, and family ministry.

RELATIONSHIPS:

1. Reports directly to the Lead Pastor.
2. Provides direct supervision and pastoral leadership to ministry directors.
3. Attends Elder Board meetings and serves as a member of the Church Council.
4. Collaborates with operational directors to integrate ministry vision and operational execution.

COMPENSATION:

This is a full-time salaried position with a salary range of \$70,000-\$90,000, commensurate with experience, ordination status, and qualifications. Benefits include health insurance, retirement contributions, and a professional development allowance.