

PASTOR OF MINISTRIES & MISSION

POSITION SUMMARY: The Pastor of Ministries and Mission provides strategic leadership, pastoral oversight, and operational direction for Orangewood Church. This role serves as the primary coach and shepherd for ministry directors and pastors, ensuring alignment with the church's mission, vision, values, and strategic priorities. The pastor also leads Orangewood's local and global mission strategy and provides leadership for the discipleship and development of men.

SUPERVISES: Ministry Directors & Pastoral Staff

REPORTS TO: Executive Director

EMPLOYMENT TYPE: Full time, exempt (Schedule available for discussion)

QUALIFICATIONS & REQUIREMENTS >>

SPIRITUAL & THEOLOGICAL

Demonstrates a growing relationship with Jesus Christ and meets the biblical qualifications for church leadership.

Supports Orangewood's theology, mission, vision, and values.

Displays humility, wisdom, emotional maturity, and servant leadership.

M.Div. preferred (or equivalent ministry preparation).

Ordained in the PCA or willing to pursue ordination with a reasonable timeline.

Committed to Reformed theology consistent with the Westminster Standards.

EXPERIENCE & COMPETENCIES

5+ years of ministry leadership, including supervising staff and leading multiple ministries.

Proven ability to coach leaders, develop volunteers, and build healthy teams.

Strong organizational, relational, communication, and strategic leadership skills.

Passion for discipleship, missions, and leadership development.

Effective communicator, teacher, and strategic thinker.

Passion for discipleship, mission, and leadership development.

COMMON "PATHWAY" FOR ALL EMPLOYEES

As a team, as individuals within a team, in your area of specialty, and in collaboration with the staff team as a whole—build easily and at-all-times-accessible on-ramps for both long-time and new OC members/attendees, as follows:

Gather

Contribute to increased traffic of non-churched residents (chiefly non-Christians, de-churched people, and new residents) into OC corporate worship services.

Shepherd OC members and attendees to increase the frequency of their Sunday worship attendance and engagement.

Contribute to increased engagement of members and regular attendees in private worship involving consistent/near-daily Bible reading and prayer.

Connect

Contribute to increased numbers and percentages of members/regular attendees who are meaningfully engaged (connecting at least two times per month) in a smaller community within the church.

Serve

Contribute to the increase of regular member/attendee involvement and volunteerism in the church, especially on Sunday mornings and within your ministry area—thereby strengthening OC as a "staff-led, volunteer-run" church.

Help all members/attendees under your influence to engage meaningfully and enthusiastically in all-church gatherings, all-church outreach initiatives, etc.

Through regular pursuit, recruiting, and equipping, contribute to the continual growth of OC's volunteer servant pool—always aiming to "turn strangers into friends, friends into family, and family into empowered servants and leaders."

PRIMARY RESPONSIBILITIES >>

In all responsibilities, the director should be focused on leading the church to live into our mission of *inviting every person into the life-changing story of Jesus* and further the vision of calling our people into a life that is gospel centered, formation-focused, and mission-seeking.

STAFF & MINISTRY LEADERSHIP

- Lead, coach, and develop ministry directors and pastors.
- Foster collaboration, accountability, and healthy staff culture.
- Support ministry planning, volunteer development, budgeting, and annual goal setting.
- Ensure ministries remain aligned with Orangewood's mission and strategic priorities.

LOCAL & GLOBAL MISSION

- Lead Orangewood's mission strategy through partnerships with missionaries and community organizations.
- Equip members for outreach, service, and mission engagement.
- Provide leadership to the Mission Committee and oversee strategic direction and mission budget stewardship.

MEN'S MINISTRY

- Develop and lead a thriving men's ministry focused on discipleship, biblical teaching, and spiritual formation.
- Equip men to grow in community, service, and mission through bible studies, small groups, and leadership development.

PASTORAL LEADERSHIP

- Provide pastoral care, preach and teach as assigned, participate in church-wide leadership initiatives, and represent Orangewood in ministry partnerships.

SUCCESS INDICATORS >>

- Ministry leaders are healthy, equipped, and aligned with Orangewood's mission.
- Ministries operate with clear strategic alignment and measurable effectiveness.
- Local and global mission engagement increases.
- Men's ministry becomes a thriving discipleship pathway.
- Collaboration, leadership development, and ministry effectiveness continue to grow.

HOW TO APPLY >> Please send cover letter and resume to **Andrew Lockhart** | **Executive Director** | alockhart@orangewood.org

All of the above duties and responsibilities are essential job functions for which reasonable accommodation will be made. All job requirements listed indicate the minimum level of knowledge, skills, and/or ability deemed necessary to perform the job proficiently. The position description should not be construed as an exhaustive statement of duties, responsibilities, or requirements. Employees may be required to perform any other job-related instructions as requested by their supervisor, subject to reasonable accommodation.