

EXECUTIVE PASTOR

1. **Catalyst** — *implements the vision; works to invigorate various ministries; tests new carburetors and replaces worn out springs; helps instill the racing spirit on the team.*
 - a. Empower members & encourage volunteers
 - b. Envision & improve ministry
 - c. Light fires & motivate people
 - d. Network ministries
 - e. Strategic planning
 - f. Daring to change

2. **Mentor** — *stirs up ministries and creates a 'church ethos; hones staff and volunteers, making sure that the mechanics are well-trained and the support personnel are doing their job; promotes some team members and replaces ineffective workers.*
 - a. Chief of Staff
 - b. Supervising staff and evaluating job descriptions
 - c. Mentoring key staff and exhorting staff members as deemed necessary
 - d. Recruits staff for any position as deemed necessary

3. **Overseer** — *leads the church to be in alignment with the vision of the Senior Pastor and elders; ensures that the race car is on the right road (Who wants a finely tuned car, going a 100 mph, but in the wrong direction? "Whew, we made great time but got to the wrong city!")*
 - a. Ensures that the car is moving in the right direction.
 - b. Monitors every ministry for the Senior Pastor and elders
 - c. Guards and gives advice on the schedule of the Senior Pastor
 - d. In charge of all church ministries, managing ministry by delegated responsibility
 - e. Implements the vision of the Senior Pastor and fills the position as the "second in command" to the Senior Pastor

4. **Administrator** — *manages the church; ensures that the engine is running at full capacity; keeps the engine finely tuned, with plenty of spare parts in the garage.*
 - a. Chief Operating Officer
 - b. A liaison between the leadership and others for policy and fiduciary matters
 - c. Helps determine staff compensation, ensures budget development and receives advice on legal and insurance issues
 - d. At times a business administrator, a finance director, a human resource director, a facilities director and a network administrator... depending on prevailing need

5. **Minister** — *do only a low to moderate amount of direct ministry; while not doing a lot of driving on the road, must be an expert driver.*
 - a. Sees the Senior Pastor as the spiritual leader, communicates with the Senior Pastor about church ministry and often serves the Senior Pastor by "taking things off Senior Pastor's plate."