

# Executive Pastor



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**Direct Report: Mike Mannes - Lead Pastor Full-Time Position**

Email resume here: [employment@southsidelife.com](mailto:employment@southsidelife.com)

When you ask us what we do at Southside, you don't just get a job description. You hear about a way of life: centred around our Vision to bring more hope, help and a home for this city. We are passionate about using our talents and energy for God's purposes and that's why we've dedicated our careers to a mission, not just a job title.

We have the privilege of leading people to become fully devoted followers of Christ. As we do, we strive to be risk-taking, innovative, culturally-relevant, irrationally generous, spiritual contributors, who laugh hard together and honour God with integrity.

The role of the Executive Pastor is primarily this:

*To free the Senior Pastor to focus on the four things a Senior Pastor can't delegate: vision, teaching, culture and leadership. How?*

1. **Make Vision Actionable:** Own the responsibility for closing the gap between vision and execution
2. **Lead High Impact Teams:** Own the responsibility for building and leading a staff team that embraces both health and performance
3. **Drive Core Initiatives:** Own the responsibility for driving core initiatives to free the Senior Pastor to focus on the roles he can't delegate
4. **Keep the Team Aligned:** Everyone stays aligned to the mission and strategies of the church

## ***The goals***

- **Staff Leadership:** The Executive Pastor will focus on goal setting, staff leadership development, a new internal system of accountability and a performance-based compensation system. This will allow our staff team to not only continue to grow, but to accelerate our growth
  - This requires a new, systematic approach to recruiting, onboarding, evaluation, promotion and compensation
- **Church-wide Leadership Development:** The Executive Pastor will work to with staff to develop leaders through the various ministries of Southside church. A new “leadership pipeline” focussed on identifying and developing future leaders is required for the continued growth and health of our church
- **Expansion:** The Executive Pastor will work together with the Lead Pastor to plan and pursue areas of expansion for Southside Church, in order effectively steward the opportunities God has for us

## ***The “who”***

- **100% Fit With Our DNA:** Embodies and Champions Mission, Vision and Values (along with Strategies)
- **Proven Track Record Of Developing People & Achieving Results Through Others**
  - Is Results-Focused
  - Recognizes leadership potential in other people and calls them up
  - Has a proven ability to recruit the right people and put them in the right seat to succeed/develop
  - Asks really good questions

- **Strategically Gifted:** Wired to drive the creation and execution of organizational goals and priorities
  - Is wired to lead the establishment and execution of organizational goals and priorities, aligning work to the mission and vision
  - Has a uncanny sense of alignment. They “play chess, not checkers.” They’re constantly working and reworking the organizational alignment (staff, finances, facilities, communication, and ministries) of the church so it doesn’t become a lid to growth
  - Thinks “how” are we going to get “there?” But they’re not negative about that “how.” They’re solution-oriented
  
- **Activator/Implementor:** Able To Lead Strategy and Execution in Accomplishment Of Vision
  - Is able to manage, prioritize, and delegate tasks quickly and intelligently
  - Can solve complex problems
  - Takes initiative; doesn’t wait for direction
  - Sees the needs of the organization and acts on them
  
- **Can Drive A Culture Of Both Health And High Performance**
  - Has a Heart for Theology and a Head for Business
  - Has a balance between running a business and leading ministry
  - Doesn’t trample people
  - Drives behavioral values of Southside
  
- **Organized and is a Systems Builder**
  - Doesn’t let things fall between the cracks
  - Creates systems for all the things he/she has to juggle
  
- **Able to Make Hard Calls**
  - Has a strong ability to mediate conflict
  - Is able to have tough conversations and speak truth and love

- **A Leader the Staff will follow**
  - Has an easily-identifiable influence, as evidenced in people's readiness to follow him/her
  - High EQ:
    - Builds trust by being easy to talk to and confide in
    - Doesn't have huge mood swings or outbursts of temper
    - Has a reputation for making careful, informed decisions
    - Makes staff and volunteers feel safe, heard, and trusted. They're not worried about gossip or manipulation. They know that their work, and more importantly their feelings about their work, matter to the church
- **Strengths Are Complementary and Beneficial To The Senior Pastor**
  - Creates an environment where the Senior Pastor can do what only he can do, with the strengths the Executive Pastor brings to the table
- **High Trust and Chemistry with the Lead Pastor**
  - Knows what's going on in the head & heart of the leader
  - Has the trust of the Lead Pastor (would trust the Executive Pastor to think and make decisions on his behalf)
  - Connects well relationally with the Lead Pastor (this role requires lots of time spent with one another)
  - Keeps confidences

### ***The additions for all staff \****

- Staff-wide involvement:
  - "Help" projects such as For This City and All is Bright
  - "Home Team Vision" events
  - Staff Retreats
  - Weekly scheduled meetings
- One-on-one meetings with your Direct Report
- 6 month evaluation period - assessment date TBD

\* Working at Southside is dynamic because we're willing to go above and beyond to bring more help and hope to our city. It's the exception and not the rule, but sometimes our staff rallies together to pull off projects that are hard to define or list on a job description.

This may include big events outside the normal Sunday-to-Sunday calendar, important meetings that affect the future of our church or even pulling off last-minute projects because a new idea is way too important to be delayed.

This "find a way" mentality is ingrained in the DNA of our leadership, the staff and our church. We don't complain, we don't gossip and we have each other's backs. We are open about our support of Pastor Mike and Corinne, our fellow staff members, our church and our teams, and we're private when we have a question that needs answering or constructive criticism that needs addressing (in this case, go straight to your direct report).

Jesus changes everything. Southside Church exists to bring the hope of Jesus to people one life, one story at a time. We exist to see families restored, marriages strengthened, and young people supported and mentored. All of our ministries are united under this one vision: to see people far from God enter into a relationship with him and then follow him one next step at a time.

You will see lives changed and people saved. You will watch as Jesus uses your efforts to change our city. You can expect MORE because God is calling us to more and it's an honour to get to be a part of that!