

Executive Pastor Opportunity

The Need

New Beginnings Church is a vibrant, rapidly growing, Christ-centered community located in the heart of Virginia's Shenandoah Valley. As a Bible-teaching, Bible-believing, non-denominational church, we are committed to creating a welcoming, family-oriented environment where people can grow in their faith and walk with Jesus. Since 2020, when approximately 200 individuals called New Beginnings their home church, we've seen tremendous growth. Today, we are blessed to welcome an average of 900 attendees each week—and we believe this is just the beginning. As we continue to build out additional space in our physical campus, we are filled with anticipation for all that God is doing and will continue to do.

To support this exciting season of expansion, we are prayerfully seeking a passionate and gifted leader—someone with strong organizational, creative, and leadership skills—who desires to steward lives and help guide this growing body of believers. With continued growth expected to exceed 1,500 in regular attendance, we are eager to welcome the right person to help us reach and disciple the next generation for Christ.

Requirements

- At least 10+ years of full-time pastoral ministry with experience as a Senior, Executive, or Associate Pastor in a church of 1,500+ in weekly attendance.
- Demonstrated excellence in executive-level leadership, team building, and church administration.
- Strong theological grounding with the ability to lead biblically and strategically.
- Proficient in systems thinking, project management, and conflict resolution.
- Humble, servant-hearted leader with high emotional intelligence and spiritual maturity.
- Accept, by faith, the divinity and lordship of Jesus Christ and symbolically acknowledge that faith through water baptism (Rom 10:9, Matt 28:19).
- Complete the PLUGGING IN workshop and sign the NBC partnership covenant within 6 months of joining staff (Phil 1:6, Eph 4:16).
- Pursue a growing and transforming relationship with God and maintain a character that is above reproach in the areas of personal morality, sexual purity, family management, financial management and relational trust (Matt 22:37, 1 Tim 3:1-13 & Titus 1:6-9).
- Stand unified on NBC's beliefs, vision and ministry strategy (1 Cor 1:10).
- Submit to the spiritual authority of the Elder Board & Lead Pastor (Heb 13:17; 1 Thes 5:12-13; 1 Tim 5:17).
- Play an active role in praying for, serving and supporting the people in our church family, our community, and the world (John 13:1-17).
- Regularly attend weekend church services and key church-wide events (Heb 10:24-25).
- Demonstrate the integrity and emotional stability to effectively deal with confidential information (Prov 11:13).
- Receive, if married, spousal support in the decision to accept a position in ministry (Eph 5:21, 33).

Responsibilities

- Support the Lead Pastor in his role in leading the church and support the Elders in the direction of the church.
- Recruit, guide, manage, support, and appreciate leaders in the church.
- Oversee Development Groups that focus on the discipleship plan for the church.
- Translate the church's vision into actionable ministry strategies across all departments.
- Drive organizational clarity, alignment, and accountability across all staff and ministry teams.
- Supervise and mentor pastoral and administrative staff, fostering spiritual and professional growth.
- Champion a healthy staff culture grounded in mutual respect, biblical values, and collaboration.
- Implement leadership development pipelines to raise emerging leaders within the church
- Work closely with the Lead Pastor to ensure the effective delivery of weekend services, discipleship, guest services, outreach, and care ministries.
- Ensure ministry effectiveness through metrics, feedback loops, and continuous improvement processes.
- Preach on scheduled times throughout the year.
- Participate in pastoral care, member engagement, and community outreach.
- Attend the weekly staff meeting.

Contact

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