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## Executive Director Search

### Who are we?

UALC is an evangelical, Spirit-led, Lutheran church in the northwest suburbs of Columbus, Ohio. We worship in two locations with a combined weekly attendance of 1200. We are part of Lutheran Congregations in Mission for Christ (LCMC) and the North American Lutheran Church (NALC).

We believe that we are called to be an Oasis of God's Kingdom for a dry and thirsty world, and we know that living water is meant to be shared. We envision a future so well-watered by the love and truth and Spirit of Christ that our way of life together will be transformed and even people outside the church will say "See how they love one another," just like Jesus said they would.

Life with Jesus brings hope and healing to broken people. Outside of Christ we are drawn to mirages that make empty promises of life but leave us stuffing our mouths with sand.

This vision leads us to four deeply held commitments about life together at God's Oasis:

- Everything that we do starts with the action of God. We are a Gospel people, trusting in the work of Jesus. What we offer comes from what Jesus has done and is doing.
- There is a distinct community at the oasis, a family sharing life together in the way of Jesus by the power of the Spirit.
- An oasis is not a fortress. It doesn't have walls. We invite people in and carry Living Water out.
- There is an enemy; there is a desert; there are "mirages." We are in a battle, but we know God wins.

### What are we looking for?

We are searching for an Executive Director to help us realize this vision. The Executive Director will work directly with the Senior Pastor and have management responsibility for all staff not directly assigned to the teaching and worship teams, including both operations and direct ministry leaders. This position will collaborate with the Senior Pastor and staff to set and pursue goals to fulfill the church's vision.

We are looking for a leader worth following, someone whose relationship with Christ and Christian character are fit for Christian leadership. We are looking for someone with the relevant gifts and experiences to thrive in the role. And we are looking for someone who is ready to be called by God into an exciting and challenging new adventure.

### How to respond

If you think this might be you, or if you know someone who fits this description, we'd love to talk with you and pray with you about it. Please contact our senior pastor Steve Turnbull, [sturnbull@ualc.org](mailto:sturnbull@ualc.org), with your resume and a brief explanation of your interest in the position, including a description of how you see your qualifications preparing you to succeed in this role.



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## Executive Director Position Summary

### Summary

The Executive Director reports to the Senior Pastor and has leadership responsibility for all staff other than those directly assigned to the Teaching and Worship Team. The Executive Director works with the Senior Pastor and staff to set and pursue goals to fulfill the church's vision. The Executive Director will support, coach, and assess staff, implement processes to optimize operational capabilities, strive to expand and unify the church, and manage resources effectively.

### Essential Job Functions

1. Support the Senior Pastor in the fulfillment of the church's vision through ministry effectiveness evaluation, discernment, decision making, and planning.
2. Lead the staff in the establishment of goals and strategies to fulfill the church's vision.
  - a. Assure operational readiness by developing and leading the shared resources team leaders whose teams will perform duties of administration, finance, human resources, communications, information technology, and facilities management.
  - b. Develop and lead the team leaders who will be responsible for "next generation" ministry, community life, spiritual growth, mobilization and mission support of the congregation.
3. Facilitate periodic strategic planning processes and evaluation of ministry performance; review of vision, goals, strategies; development of key objectives and tactics.
4. Establish and maintain a set of key performance measures that provide the Senior Pastor and church staff with ongoing visibility of the effectiveness of all areas of the church.
5. Develop annual financial plans that fund the accomplishment of the strategic plan and meet critical financial objectives such as maintaining appropriate cash reserve levels.
6. Champion the development of infrastructure by all ministries and support areas that support the healthy, long-term growth of the church.
7. Lead the church's facility renovation programs including capital fundraising campaigns, master planning, design and architecture, contractor selection, and construction.
8. Manage the recruitment, on-boarding, on-going development, assignment of job responsibilities, performance review, and organizational exit processes for staff under the authority of the Senior Pastor.
9. Perform other duties as assigned.

### Education and Experience

This position requires a minimum of 10 to 15 years of experience as a senior leader in a significant business environment (church/non-profit/for-profit). Possession of a bachelor's degree in Business, Technology, Human Resources, or another relevant field is required. A relevant advanced degree, Pastoral experience, and/or education in Biblical studies or Theology will be a plus. The position is open to lay or non-ordained candidates as well as clergy. The successful individual must have a proven track record of effective collaborative leadership, excellent communication skills, mature judgment, and character above reproach.