

DECIDED

**LOVE
WHAT
YOU DO.**



union
CHURCH

UNION CHURCH
EXECUTIVE PASTOR OF CAMPUSES
JOB PROFILE

GROUP
ONE39

**CONNECTED.
RESULTS-DRIVEN.
BEST IN CLASS.**



THE UNION CHURCH STORY

Pastor Stephen Chandler dreamed of planting a church with a simple goal – helping people connect with God so that they might fulfill their destiny; Jeremiah 29:11 being the foundational source of that mission. This dream was birthed out of New Life International Fellowship Church, a church founded by Pastor Stephen’s father, Pastor Ron Chandler. With the help of the Dream Team, servant leaders committed to seeing this dream become a reality, Union Church (formerly Destiny Harvest Church) launched on September 11, 2011.

From 2011 to 2014, thousands encountered Christ like never before, and the church grew from one location in Woodlawn, MD to two locations, by adding the Laurel, Maryland location. Through prayer, in September 2015, Union Church moved to Columbia, Maryland, merging both campuses back together and was portable for 3 years. In February 2018, Union moved into its permanent location in Columbia, Maryland, and went under a brand refresh, changing the name to Destiny Church. Over the next year, attendance increased from around 700 people in attendance on a Sunday with about 300 people participating in 55 Connect Groups and 300 people serving on the Dream Team, to over 3,000 people in attendance on a Sunday.

Connect Groups grew to over 1700 people participating in them, and over 800 people serving on the Dream Team. This all happened within 3 years, making it one of the fastest-growing churches in America according to Outreach magazine.

In February 2020, with much prayer and guidance the Baltimore County, Maryland location was launched with nearly a thousand people attending the first weekend. In 2021, God laid on the hearts of Pastor Stephen Chandler and Pastor Jimmy Rollins, who at the time pastored i5 city church, a phenomenal church in Glen Burnie, MD to imagine what it would look like to bring two strong churches together. After much prayer i5 City Church and Destiny Church merged and became what is now Union Church. We are one church in three locations, with plans for future campuses being discussed and prayed through.

At Union Church, we believe that church should be a place where everyone is able to Know God, Find Freedom, Discover Purpose, and Make a Difference. Through most of the last decade, Union Church has been fulfilling its mission through Weekend Experiences, Growth Track, Dream Team, and Connect Groups.

UNION CHURCH MISSION & VALUES

Union Church exists to unite PEOPLE to PURPOSE.

We are Spirit-led, enjoyable, generous, destiny driven, and excellent.

JOB SUMMARY

The Executive Pastor of Campuses manages the day-to-day operations of Union Church's campus and locations with a direct reporting line to the campus/lead pastors. The Executive Pastor of Campuses is a strategic systematic thinker and leadership development professional who is responsible for sustained growth and effectiveness at each Union Church campus/location. The Executive Pastor of Campuses works to ensure the Senior Pastor's vision for Union Church is fulfilled daily while promoting collaboration and operational consistency across all of Union's campuses and locations. This role requires strong recruiting, management, and coaching skills paired with substantial administrative dexterity. The Executive Pastor of Campuses will build working relationships with all departments and spearhead a member-centered, value-added, ministry experience for each Union Church campus/location. He/she will be responsible for developing action plans that fulfill the vision received from Senior Pastor. It is vital that this role focuses on empowering full-time staff and volunteer leaders to fulfill the vision. The Executive Pastor of Campuses serves on the Executive Team of Union Church.

PERSONAL PROFILE

- Loves Jesus & His Word
- Believes in & operates in the gifts of the Spirit
- Lives a life that represents Jesus & His church
- Loves Union Church, lives the mission, fam is all in
- High priority on loving people

ESSENTIAL DUTIES & RESPONSIBILITIES

Mid-Week Responsibilities

- Oversee the staff and volunteers who are executing Senior Pastors vision within their ministry areas
- Conduct recruiting, orientation, and training for new hires
- Develop and oversee departmental budgets and monitor church budget
- Attend weekly meetings with Senior Pastor and the Executive Team
- Maintain regular appointments with Campus Pastors
- Communicate upcoming events, etc., with Campus Pastor and leadership teams
- Communicate with all campus leadership teams regarding Growth Track, Communications, and Groups
- Continually building systems that will create growth at the campus/ location level
- Be available for appointments (counseling, pre-marital, etc.)
- Respond to emails and phone calls within 24-hour time frame
- Attend/Lead Saturday morning prayer (most likely once every six-eight weeks unless during 21 days of prayer)
- Oversee and ensure that all campuses are equipped and prepared for upcoming weekend services

ESSENTIAL DUTIES & RESPONSIBILITIES

Weekend Responsibilities

- Connect with all Campus Pastor to ensure operational standards are being met or exceeded
- Visit each campus in rotation to encourage, evaluate, and connect with key leaders
- Host services at different locations as needed
- Love, encourage, and pastor people based on the Union Church model of pastoring
- Connect with new people
- Be available for ministry time with individuals
- Attend and help facilitate water baptisms

Budget Responsibilities

- Forecast departmental spending for all areas
- Manage expenses from department in accordance with Union financial systems
- Code Expensify report and prepare it monthly to send reports to Central Operations

KEY SKILLS & JOB COMPLEXITY

Unique Skills and Knowledge

- Management experience
- Events coordination experience
- Team Building
- Coaching Skills
- Recruiting

KEY SKILLS & JOB COMPLEXITY

Problem Solving and Decision Making

- Solution-oriented
- Positive attitude and positive approach to problem solving

Relational Connections

- Lead/Campus Pastors, Coordinators, Coaches, Captains, volunteer teams, pastoral staff, elders, and overseers

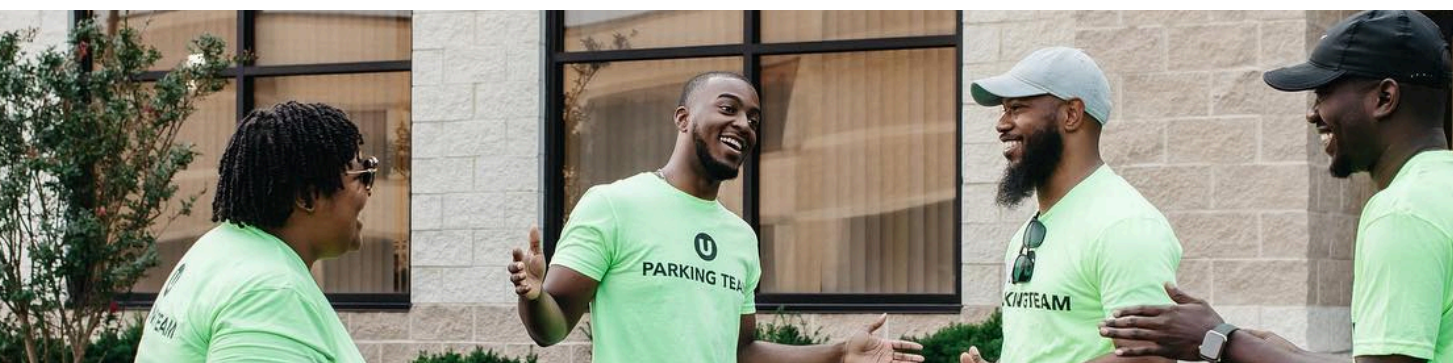
CRITICAL COMPETENCIES

Core Competencies

- Highly motivated
- Initiator and Self-Starter
- Coaching and Recruiting skills
- Quick thinker and reactor
- Detail-focused

Core Values

- Spiritually Passionate
- Driven
- Humble and Joyful
- Systematic
- People-Oriented



KEY PERFORMANCE MEASUREMENTS

- Facilitating effective implementation of Senior Pastors vision
- Prompt response to staff and their need for oversight and training
- Recruiting and developing new leaders across Union Church
- Ensure Campuses consistently grow by 20% or greater annually
- Ensure Growth Track attendance remains of 3% of weekend attendance
- Ensure number of Groups is 10% of weekend attendance
- Number of Union Church attenders taking next steps such as water baptism
- Managing all tracking and reporting functions related to finances and stewardship of your departments.
- Initiate and develop strategies for greater effectiveness throughout Union Church Campuses

Other Responsibilities

This description is not comprehensive, and other duties may be assigned as necessary.



CANDIDATE PROFILE

- 3 H's are a MUST...hungry, humble, & hustle
 - Highly motivated initiator & self-starter
 - Think fast & act quick
 - If you have to ask what emotional intelligence is, NEXT!
 - Drama free, please!
 - If you're going to fit with Pastor Stephen and Zai...better know how to have fun, laugh, and walk in joy
 - Flexible, driven, goal-oriented and gets it done early
 - Must think systems and scale
 - Gatherer of people
 - Experienced multi-site leader
 - 10+ years' experience leading in a high-level ministry role
 - Bachelor's ministry degree preferred
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COLUMBIA, MD

Columbia, Maryland is a part of the DMV, The Washington Metropolitan Area includes the whole District of Columbia, Maryland, and Virginia. 30 minutes from DC and Baltimore, Columbia is uniquely positioned with rolling hills of farms in one direction, waterfront restaurant on the Chesapeake Bay in another direction, and bustling city streets with major sporting events still in another direction. Within the area and its surrounding cities, there are many exciting and interesting attractions to keep you engaged. It's a family-centered community amid the fastness of the East Coast life. Known for its attractions such as several Historic Landmarks and National museums, as well as amazing food, specifically seafood. Homes range from high rise living to townhomes and single-family dwelling. It's the perfect place to get a taste of city excitement.



We love what we do!

Group ONE39 is a transformational recruiting firm and leadership organization. We transform churches and ministries by delivering best in class talent and we help leaders increase their capacity for growth and reach. We create this transformation through established propriety interviewing systems, assessments, and simple memorable tools to help leaders understand themselves and connect well with others.

Our vision is transformation & our mission is

Transforming people + organizations

Values



Fun

We will laugh hard & often.



Generosity

We will give & not take.



Integrity

We will be the same in public & private.



Team

We are better together.



Simple

Complexity is the enemy of growth.