



DO WHAT YOU LOVE.



---

## UNION CHURCH

EXECUTIVE PASTOR OF EXPERIENCE  
JOB PROFILE





# *Gnc*

THIRTY NINE

WE EXIST TO BRING  
TRANSFORMATION  
TO PEOPLE AND  
ORGANIZATIONS  
ONE STRONG HIRE  
AT A TIME



# THE UNION CHURCH STORY

In 2011, Pastor Stephen Chandler launched Destiny Harvest Church in Woodlawn, Maryland, with a bold vision: to build a life-giving church that would help people encounter God, discover their purpose, and fulfill their God-given destiny. What began as a single church in a single location has grown into Union Church—one church in eight locations across Maryland, Virginia, and North Carolina, reaching thousands of people every week through in-person and online ministry.

Over the past decade, Union Church has become one of the fastest-growing and most influential churches in the region, known for its commitment to spiritual transformation, leadership development, excellence in ministry, and multiplying healthy churches and leaders. Thousands have made decisions for Christ, found freedom through biblical community, discovered their purpose, and stepped into making a difference through serving.

In 2021, Destiny Church became Union Church, reflecting a vision that had expanded far beyond a single location: to unite people to purpose and build a church that reflects the diversity, strength, and impact of the Kingdom of God.

Today, Union Church continues to experience remarkable growth and momentum. Currently hosting services in 8 cities across the DMV and North Carolina. With a growing footprint, expanding influence, and a new 2,000-seat broadcast facility on the horizon, we believe we are only at the beginning of what God intends to do through this house.

Our mission remains unchanged: to help people Know God, Find Freedom, Discover Purpose, and Make a Difference.

As we look toward the future, we are committed to building a church that reaches more people, develops more leaders, and creates lasting Kingdom impact for generations to come.

The opportunity ahead is significant. The mission is clear. And the best chapters of the story are still being written.

# UNION CHURCH

## MISSION

**MISSION:** Union Church exists to help people know God, find freedom, discover purpose, and make a difference.

## CORE VALUES

---

- Spirit-led
- Enjoyable
- Generous
- Purpose-driven
- Excellent

## JOB SUMMARY

---

The Executive Pastor of Experience at Union Church is pivotal in overseeing worship, production, creativity, and media across multiple campuses. The Executive Pastor of Experience ensures operational excellence, fosters a culture of creativity, and helps elevate the church's impact through innovative worship experiences and strategic media initiatives. The ideal candidate will be an emotionally intelligent, resilient leader with a proven track record of managing large teams and complex projects.

WE ARE ONE THIRTY NINE

# ESSENTIAL DUTIES & RESPONSIBILITIES

---

- Provide strategic oversight for worship, production, creative, and media teams across all Union Church campuses
- Ensure smooth operational flow for major church events, maintaining high standards of excellence and creative impact
- Build and develop teams, fostering a collaborative and innovative culture within the church
- Collaborate with executive leadership to shape the future of Union Church's worship and creative endeavors, ensuring alignment with its core values and mission



# CANDIDATE COMPETENCIES

---

- **Strategic Leadership:** Experience overseeing multi-campus operations and developing ministry initiatives that align with the church's vision
- **Creative Oversight:** Proficient in managing worship, creative arts, media production, and events with a strong emphasis on excellence and innovation
- **Emotional Intelligence:** Capable of managing stress and leadership pressures while maintaining strong interpersonal relationships with staff and volunteers
- **Team Collaboration:** A team player who values collaboration and empowers others to succeed
- **Cross-Cultural Competency:** Preference for candidates who understand and align with Union Church's unique musical and cultural expressions
- **Spiritual Health:** A deep personal faith, committed to personal growth and alignment with Union Church's mission to unite people with their purpose





# MARYLAND

---

Maryland offers a welcoming blend of coastal beauty, historic charm, vibrant communities, and convenient access to major East Coast cities. From the shores of the Chesapeake Bay to scenic mountain towns and lively suburban areas, the state provides a diverse range of places to live, work, and raise a family.

Known for its waterfront lifestyle and abundant outdoor recreation, Maryland offers countless opportunities for boating, fishing, hiking, and exploring state parks. Residents also enjoy charming downtowns, local festivals, historic landmarks, and a rich variety of dining and cultural experiences.

Maryland provides the convenience of being near cities such as Baltimore and Washington, D.C., while still offering peaceful neighborhoods, close-knit communities, and beautiful natural surroundings.

## WHO WE ARE

*We are bold. We are diverse. We are the catalyst for transformational change by connecting dynamic leaders, driven by a unique calling, equipping & empowering them to create exponential impact.*

## OUR WHY

*We exist to bring transformation to people and organizations, ONE strong hire at a time.*

## OUR VALUES

EXPERTLY SKILLED  
WILDLY EFFECTIVE  
AUDACIOUSLY INNOVATIVE  
BOLDLY AUTHENTIC  
PASSIONATELY TRANSFORMATIONAL  
UNUSUALLY GENEROUS

