

Job Title: Executive Pastor (or Operations Director)

Reports to: Lead Pastor

Status: Full-time

Location: Covenant Church, Doylestown, PA

Position Summary:

The Executive Pastor (or Operations Director) will serve as a key partner to the Lead Pastor and Executive Leadership Team (XLT) in guiding Covenant Church toward greater ministry effectiveness and organizational health. This individual will be responsible for strategic planning, staff development, operational leadership, and implementation of church-wide goals. A passion for developing healthy systems and empowering people for ministry is essential.

Key Responsibilities:

- Support the Lead Pastor and Executive Leadership Team in vision execution, ministry planning, and evaluation.
- Provide direct oversight of church operations including finance, human resources, facilities, and technology.
- Lead and develop a high-performing staff team; create a culture of accountability and spiritual vitality.
- Facilitate communication and collaboration across ministry departments.
- Participate in strategic planning and ministry design to support continued church growth.
- Manage organizational infrastructure, policies, and procedures that support ministry impact.
- Other responsibilities may be assigned by the Lead Pastor.

Qualifications:

- Bachelor's degree required; M.Div. or MBA preferred.
- 5+ years experience managing multiple staff in a large church or nonprofit settings.
- Proven leadership, organizational, and administrative skills.
- Strong grasp of church systems, budgeting, and personnel management.
- Spiritually mature and humble with a vibrant personal relationship with Jesus Christ.
- Aligned with Covenant's theological vision: historically orthodox, missional, theologically Reformed, sacramental, spirit empowered, complementarian, connectional
- Compatible with our affiliations with the Liberti Communion of Churches www.liberti.org and the Presbyterian Church of America <https://pcanet.org>
- PCA ordainable is preferred but not required.

Compensation:

- Salary commensurate with experience and education (\$90,000–\$110,000)
- Full benefits including medical, dental, retirement, and sabbatical eligibility.

Contact Information:

Please send cover letters and resumes to:

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