

# Executive [Pastor/Director] of People

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NORTH READING , MA  
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## Responsibility Overview

Partner with All People team members and be a strategic, innovative leader who is responsible for the overall connection and engagement of All People to and through the church; specifically the measurable and scalable ways people connect and contribute.

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### KEY OBJECTIVES:

- Be the example of wholeness and consistency for your teams to follow.
- Build the ministry through leaders, always calling people higher.
- Develop, steward, and multiply relationships that express an ever-increasing standard of excellence among all ministry areas.
- Deliver high professional standards of all administrative practices required for this role and any other as directed by the leadership of All People.

### LEVEL:

Full time effort required; This is a professional role of building a team, leading leaders, and activating people. As such, we offer compensation appropriate to resource you to be that professional.

Additionally we will not tell you how many hours this requires because we're resourcing you to get the job done within the parameters on this page and direction of the leadership team.

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## KEY QUALIFICATIONS:

- Aptitude and passion for providing regular contribution, development, improvement, oversight and support to the multiple staff and teams simultaneously.
- A self-starter who will take initiative and can succeed with no supervision.
- Proven ability to develop, serve, and work with teams of volunteers; identifying, recruiting, and training volunteers in order to duplicate themselves and build a stronger and scalable ministry.
- Ability to prioritize, facilitate, and complete tasks and projects with no input and oversight.
- Feels comfortable interacting with people of all ages, races, nationalities, and religious backgrounds.
- You have a visible strong passion to build the local church
- You're a problem solver with a bias towards action and need little direction to achieve a mission.
- You have a history of effectively and efficiently managing both personal and professional resources.

## DETAILED JOB DESCRIPTION

- If you need a specific description, you're not a fit for this role.
- If hired, you will work directly with the Lead Pastor and others to define the specific, measurable responsibilities and action items you'll leverage to multiply the impact through people at All People.