

# Executive Pastor

## ORCHARD CHURCH – ESCONDIDO, CA | FULL-TIME

Orchard Church is seeking a strategic Executive Pastor to lead our next season of growth. We currently host three Sunday services and are preparing for future church planting. As our primary integrator, you will build systems, coach, support, and ensure our operations align with our mission. The Executive Pastor would bring support to the Lead Pastor by providing Pastoral Care to the church, event, operation, facility, and discipleship systems management.

## Key Responsibilities

- Operations & Finance: Oversee human resources, budgeting, stewardship, and administrative workflows.
- Facilities: Ensure campus readiness for three Sunday services, manage facility staff, and oversee safety practices.
- Discipleship Systems: Scale community groups and volunteer pipelines to move people from attendance to community. Volunteer management, event management. Oversight of classes, assimilation dept.
- Ministerial: Preach quarterly and provide visible pastoral leadership.

## Requirements:

- Proven leadership in a church (500–1,000+ attendance preferred) or complex organization.
- Experience in managing budgets \$800k and higher.
- Masters of Divinity, or Masters of Theology completed.
- Strong ability to build systems, lead execution, and coach leaders.
- Alignment with Orchard Church's statement of faith and Evangelical Free Church of America (EFCA) standards.
- Experience with Planning Center.

## Compensation:

- Competitive salary aligned with Southern California regional standards.
- Eligible for Ministerial Housing Allowance.
- Benefits include health stipends, PTO, and ministry reimbursements.

## To Apply

Submit your resume, sermon sample, cover letter explaining your fit and 2–3 references to [careers@orchardcc.org](mailto:careers@orchardcc.org).