



# ST. PAUL

PEORIA

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Deveraux R. Hubbard, Sr. Pastor

## Executive Pastor (XP) of Strategy & Leadership (In-Person)

**Church:** St. Paul Baptist Church (Peoria, IL)

**Reports To:** Senior Pastor

**Primary Emphasis:** Leadership development (first), strategy & execution (second)

### Role Summary

St. Paul exists to help people **live and love like Jesus**. The Executive Pastor of Strategy & Leadership (XP) **turns church-wide priorities into clear goals, simple systems, and measurable ministry outcomes**. This role develops staff and volunteer leaders, aligns ministries around key priorities, and keeps our plans moving in unity on and off campus.

### Lane Clarity (Partnerships)

- **Senior Pastor:** Provides **vision and church-wide direction with the Elders**, leads in preaching/teaching, **models the Jesus-way of life and culture**, and **partners with staff and teams to execute** the church-wide plan.
- **Executive Pastor (XP):** People & ministry outcomes, staff coaching, supervision of ministry staff, leader development/cohorts, scorecards, quarterly priorities, cross-ministry execution, and supporting ministry leaders in creating and maintaining ministry budgets.
- **Church Executive Administrator (CEA):** Operations & compliance, Human resources, administration, payroll/benefits, finance administration, facilities, safety/security, purchasing, IT/AV operations. (XP collaborates with CEA and Finance on budgeting; CEA administers processes and policy.)

### Core Responsibilities

#### Vision → Plans → Outcomes

- Transform church-wide priorities into **clear goals, simple systems, and measurable outcomes** across ministries.
- **Facilitate long-range planning and goal-setting** with the Senior Pastor, Elders, staff, and key ministry leaders (annual and multi-year).
- **Monitor ministry effectiveness** (in-person and online) and recommend improvements to keep teams aligned with mission and priorities.
- Serve on the **executive leadership team**, providing **spiritual and organizational leadership** to the whole church.
- **Champion St. Paul's values, mission, and theological integrity** in all leadership settings.
- **Lead and support** initiatives that enables church to connect, model and share the Gospel within the community and beyond.



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## People & Teams

- **Supervise ministry staff**, fostering an **emotionally healthy** culture of **accountability, excellence, collaboration, and spiritual growth**.
- **Conduct regular staff meetings** and **1:1 coaching** (monthly) to keep expectations and priorities clear.
- **Promote healthy team dynamics**, establish clear norms, coach biblical conflict resolution, and foster a life-giving staff culture.
- **Identify leadership potential** and build a **cross-ministry leadership pipeline** (cohorts, coach bench, apprentices/No. 2s).
- **Ensure clear communication systems** among staff, ministry teams, and congregation (what gets shared, when, and how).
- **Shepherd staff and key leaders** with care, encouragement, and accountability in partnership with the Senior Pastor.
- **Develop, coach, and support** ministry leaders to grow spiritually, in leadership capacity, and ministry effectiveness.

## Plans, Budgets, and Execution

- **Coach ministry leaders** to help them grow in spiritual leadership, strategic thinking, and operational excellence.
- **Equip ministry leaders** to implement clear plans (SOPs, timelines) and right-sized budgets, coordinating with CEA/Finance for alignment and stewardship.
- **Evaluate ministries** for **effectiveness, alignment, and sustainability**; recommend start/stop/strengthen decisions.
- **Collaborate on staffing, budgets, and volunteer structures** to right-size teams for the work.

## Teaching & Prayer

- **Regularly preach/teach** (minimum 10 Sundays/year) and lead prayer as requested by the Senior Pastor, modeling biblically rooted, culturally relevant, evangelistic ministry.
- **Lead in the development of a culture of stewardship and generosity** in partnership with the Senior Pastor and Stewardship/Finance leaders.
- **Model and foster a culture of prayer, discipleship, and spiritual growth** among staff, ministry leaders, and the congregation.

## Simple Measures of Success (year one)

- **SMART goals on track:** ≥80% of staff goals completed by due dates.
- **Quarterly priorities finished on time:** ≥80% of “big rocks” completed by due dates.



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- **Developed a clear leadership development process** ≥50% more members participating in the Leadership process.

## Minimum Qualifications

- **10+ years** of pastoral or executive-level church leadership with a proven track record of **leader development** and **plan execution**.
- **Master's degree** (MDiv/MA/ThM/Organizational Leadership or comparable graduate degree).
- Demonstrated ability to **coach staff**, supervise ministry teams, and **build leader pipelines/cohorts**.
- Strong strategic and change-management skills; able to keep teams focused on a few priorities.
- Effective communicator who can preach/teach with theological depth and cultural relevance.
- Alignment with St. Paul's mission, values, and hybrid ministry model; high relational and cultural intelligence.
- Lives out an authentic and growing personal relationship with Jesus Christ, rooted in integrity, prayer, and service.

## To Apply

Send your resume, a one-page ministry philosophy (leader development + strategy), **two sermon links**, and three references to [khubbard@spbaptist.org](mailto:khubbard@spbaptist.org) with subject "**Executive Pastor of Strategy & Leadership.**"

LIVE AND LOVE LIKE JESUS