



## **Executive Pastor of Discipleship & Ministries- Naperville, IL**

Are you an experienced Pastor with 15+ years of experience leading staff and congregational ministries? Are you looking for a leadership role at church that recently joined the Lutheran Congregations in Mission for Christ and is celebrating their 50-year anniversary? Do you want to be a part of a Church that continues to grow and equip the congregation, local community, and global mission partners? If so, we want to hear from you. Good Shepherd is looking for our next Executive Pastor of Discipleship and Ministries. Good Shepherd is located in Naperville, IL, a suburb about 28 miles west of Chicago. Naperville has around 150,000 people and consistently ranked one of the top suburbs to live and raise a family in the country.

### **Position Summary:**

The Executive Pastor of Discipleship & Ministries serves as a senior pastoral leader at Good Shepherd Church, providing **spiritual leadership, theological depth, and strategic oversight** to the church's Engagement Pathway—**INVITE, WALK, IMPACT**.

This role is both **pastoral and executive in nature**, combining hands-on congregational ministry with the leadership of staff, systems, and strategy. The Executive Pastor equips the congregation to grow as disciples of Jesus Christ by leading and integrating ministries across all life stages, while also sharing fully in the pastoral responsibilities of preaching, worship leadership, sacramental ministry, and care.

The Executive Pastor provides direct leadership and oversight of the following ministry areas:

- Family Life Ministries
- Invite Ministries
- Walk Ministries
- Impact Ministries
- Care Ministries

Working in close partnership with the Senior Pastor, this role helps cultivate a **cohesive, Spirit-led, disciple-forming culture** that moves people from first-time engagement to mature, multiplying faith and mission.

The Executive Pastor of Discipleship & Ministries is a member of the Vision Team and serves under the direct supervision of the Senior Pastor. This includes regular one-on-one meetings, participation in all-staff gatherings, and shared leadership in strategic planning, theological visioning, and organizational health. The Executive Pastor

functions as a trusted collaborator, culture carrier, and pastoral presence within the staff and congregation.

**Job Details:**

**Location:** This is an onsite position in Naperville, IL.

**Hours:** 40 hours per week including some evenings and Sundays.

**Compensation:** The compensation range is \$110,000-\$140,000 depending on education and previous experience.

**Benefits:**

- Paid time off including paid holidays, vacation, sick leave, and a personnel day.
- Health and Dental Insurance
- Life Insurance
- Employer contribution of 10% to retirement account
- Housing allowance offered as part of total compensation package
- A discount on Good Shepherd Preschool tuition

**Organization Overview:**

Good Shepherd Lutheran Church is part of the Lutheran Congregations in Mission for Christ and will be celebrating our 50-year anniversary this year. We are focused on serving the spiritual needs of our local community and on leveraging the time, talents and financial resources of people in this area to help others in our community, across the nation and around the world. Good Shepherd has over 25 employees and about 700+ active members who attend congregation weekly. They also have over 15 different ministries from children, teens, and adults as well as focused ministries such care, missions, and disability. In addition, Good Shepherd has a preschool focused on early education for children 2-5 years old. To learn more about our church and different ministries, please visit <https://gshepchurch.org/>.

**ESSENTIAL DUTIES & RESPONSIBILITIES**

**Pastoral & Congregational Ministry**

- Participate regularly in **preaching and teaching**, including Sunday worship, special services, and formation settings, as scheduled with the Senior Pastor.
- Lead and assist in **worship and liturgy**, including prayer, Scripture reading, and sacramental leadership consistent with Lutheran theology and practice.
- Officiate **funerals, weddings, baptisms**, and other pastoral rites as needed.
- Provide **pastoral care** through hospital visits, crisis response, counseling, and spiritual guidance in collaboration with the Care Ministry team.
- Be a visible, relational pastoral presence within the congregation, fostering trust, accessibility, and spiritual leadership.

**Executive Leadership & Discipleship Strategy**

- Provide executive leadership and spiritual oversight for the Engagement Pathway ministries and their respective leaders.

- Develop and steward a unified discipleship vision that integrates theology, practice, and mission across ministries and generations.
- Lead, coach, supervise, and equip pastors and directors overseeing Family Life, Invite, Walk, and Impact ministries.
- Collaborate with the Senior Pastor and Vision Team to discern, develop, and implement strategic ministry priorities.
- Ensure alignment between ministry vision, staff culture, and congregational life

### **Staff & Organizational Leadership**

- Assist in leading all-staff meetings, retreats, and planning initiatives that foster healthy communication, collaboration, and accountability.
- Model servant leadership, emotional maturity, and spiritual integrity.
- Participate in budgeting, resource allocation, and ministry evaluation related to assigned areas.
- Represent the pastoral staff at ministry events and congregational gatherings.
- Serve as Acting Senior Pastor when assigned or in the Senior Pastor's absence.

### **Communication & Engagement**

- Engage appropriately with digital platforms and social media as part of ministry leadership, in alignment with Good Shepherd's Social Media Policy.
- Communicate clearly and pastorally with staff, volunteers, and congregants in both written and verbal contexts.

### **Requirements:**

- Master of Divinity (M.Div.) or equivalent theological degree.
- Minimum of **15+ years of pastoral leadership experience**, preferably in a multi-staff church setting.
- Demonstrated experience in discipleship strategy, staff leadership, and ministry oversight.
- Ordination or eligibility for ordination within a Lutheran context preferred.
- Proficiency with ministry systems, communication tools, and administrative platforms.
- Ability to pass required background checks and pre-employment screening.
- Ability to maintain certification in Mental Health First Aid.
- Ability to travel locally, nationally, and internationally as ministry requires.
- Ability to read, write, and speak English fluently.

### **KNOWLEDGE, SKILLS & ABILITIES**

- Deep knowledge of Scripture and Lutheran theology, with a commitment to the mission, values, and culture of Good Shepherd Lutheran Church.
- Understanding of discipleship models, family systems, and faith formation across life stages.
- Strong preaching, teaching, and liturgical leadership skills.
- Demonstrated ability to recruit, develop, and lead staff and volunteer teams.
- Skilled in strategic planning, organizational leadership, and budget management.
- Ability to offer pastoral care with wisdom, compassion, and discretion.

- Strong interpersonal, communication, and relational skills.
- Ability to thrive in a collaborative, multi-staff church environment.

**To Apply:** If you have 15+ years of experience and looking for your next Executive Pastor role, we would love to hear from you! For consideration, please submit both your cover letter and resume to [execpastorsearch@goodshepherd-naperville.org](mailto:execpastorsearch@goodshepherd-naperville.org)

**Good Shepherd Lutheran Church is an equal opportunity employer**