

LOVE
WHAT
YOU DO.



THE JOURNEY
EXECUTIVE PASTOR OF OPERATIONS
JOB PROFILE



**CONNECTED.
RESULTS-DRIVEN.
BEST IN CLASS.**



THE JOURNEY STORY

The Journey began in 2007 inside an industrial park off Route 72 in Newark. We began out of a passion for reaching people with the life-giving message of Jesus, especially those who'd never experienced church or had given up on it. We wanted something different from the traditional approach with a long list of programs, responsibilities, and protocols. We wanted to start something simpler – a real church for real people. We decided that the sole purpose of our existence would be to help people find Jesus and follow him fully – and that's exactly what we did. As we carried out our mission of helping people in our community find Jesus and follow him fully, we were looking ahead. We knew we'd eventually need a larger space to help sustain the growth God blessed us with. We started our search for a new property, and we didn't take that search lightly. The new property had to be in our price range, within two to five miles of our current space, and highly visible and accessible. (Although we loved that industrial park, it wasn't in a great place for people to see it on their drives.)

In 2012, after a long and diligent search, God answered our prayers. We witnessed radical generosity from our church which allowed us to purchase our first property, located at 721 E. Chestnut Hill Road, Newark. On March 16th and 17th of 2013, we officially opened our doors at 721 for the first weekend gatherings. We finished expanding our campus on December 8th and 9th of 2017, but we're not done yet! In 2018, we felt God nudging us toward what's next – reaching the 1.8 million people who live within a 30-mile radius of our broadcast location.

We started referring to this region as “Journey City,” and created our expansion strategy, focused on raising up leaders and resources to launch locations throughout our region. In September 2019, we launched our second location in West Wilmington. Following the global COVID pandemic, we re-launched in the Hockessin area in 2021. Two and a half years later, we launched our Middletown location south of the canal, and continue to see God working throughout Journey City. Our mission is taking shape week after week, month after month, in the form of changed lives. That's our story, our journey. But our story isn't the one that matters most to us. It's the individual stories that capture our attention around here; because for us, it's all about the “one.” That's why we designed this place to be a unique, vibrant community of faith that people can fit into. A place to come as you are and be who you are and a place to move toward God's best for you.

THE JOURNEY

VISION & MISSION

Vision: To help people to gather, connect, and serve.

Mission: To help people find Jesus and follow Him fully.

Culture: To Be a Real Church for Real People.

JOB SUMMARY

Organization-builder with strong leadership gifting and the skills to scale. Serves on the Lead Team and reports to the Lead Pastor. Focuses primarily on helping organizations scale and expand reach throughout Journey City, specializing in current and future location planning and operations. Helps identify, develop, and raise up leaders within the operations space, as well as offers insight into how to scale and grow finances.

PERSONAL PROFILE

- + Growth
- + Experienced
- + Leader



CANDIDATE COMPETENCIES

- + Experienced in large and growing environments; specifically in an executive leadership role focused on scaling locations/operations
- + Demonstrated operational oversight and project management expertise
- + Able to navigate complexity and develop and execute simple, scalable solutions to sustain organizational momentum
- + Passionate about ministry through the local church
- + Responsible for personal stewardship (tithing, living within means, avoidance of excessive consumer debt) and has a great track record of this
- + Likable and enjoyable to be around; deeply secure
- + Passionate about reaching unchurched people with the message of Jesus
- + Passionate about grasping the vision and empowering church members to serve

ESSENTIAL DUTIES & RESPONSIBILITIES

- + Work towards expansion and operational scaling
- + Contribute to strategic planning by helping shape The Journey's strategy, taking ownership of deliverables; timelines, budgets, measurable goals, and stakeholder communications
- + Plan locations and operations - develop and manage the systems; build and oversee the operations team; develop and execute expansion strategies for existing and future locations, including financial initiatives, master planning, design and architecture, contractor selection, and construction
- + Manage the updating and interpretation of operational metrics
- + Oversee facilities - develop and empower the team to oversee maintenance, usage, and upkeep of all facilities; negotiate contracts for facility rental
- + Oversee human resources and leadership development - work with the team to help identify, recruit, and grow leaders; design and continually expand a structure that ensures staff enjoys clarity, contribution, calling, and community
- + Develop and implement strategic initiatives to identify, recruit, and develop staff, leaders, and ministries to reach Journey City
- + Work with team to help expand and manage a consistent, simple, scalable financial system that includes budget development and management, and purchasing policies
- + Shape and execute a sustainable strategy to enhance personal stewardship; manage the process by which church attenders contribute financially to the church; and build relationships with and oversee the communication that will best reach givers at all stages of generosity



NEW CASTLE COUNTY, DE

The Journey is a multi-site church located in northern Delaware with a vision to reach people within a 30-mile radius of our broadcast location (situated in Newark).

Newark is situated along the I-95 corridor, offering easy access to major metro areas, including Philadelphia, Baltimore, DC, and New York City. Newark is also home to the University of Delaware, which boasts a population of approximately 22,000 undergraduates and graduates each year. The overall population of New Castle County (where our current locations are located) is increasingly diverse, with almost half of people from a non-white background.

Breathtakingly beautiful seasons abound in Newark, DE, with ideal breezy summers in the high 80s and winters in the 20-30s, making for the occasional white Christmas. Delaware has no sales tax, making it a commercial draw to surrounding populations. Christiana Mall, located minutes from our broadcast location, is a premier shopping destination in the region for this very reason.



JOURNEY CITY 2025 VISION

By 2025, The Journey will be a spiritually vibrant, outwardly focused, numerically growing church with a rapidly spreading presence throughout Journey City (a 30 mile radius around our broadcast location, populated by 1.8 million). When unchurched people need hope or help, or when believers are recommending a church to someone searching, The Journey will come first to mind. We will accomplish this through four strategies: a spiritual strategy; a compassion strategy; an empowerment strategy; and an expansion strategy.

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JOURNEY CITY 2025



SPIRITUAL STRATEGY

Spiritual growth happens in three environments: gather, connect, and serve. Our spiritual strategy is to relentlessly simplify, improve, and scale gathering, connecting, and serving and to effectively teach, encourage, and celebrate investing and inviting, practicing a slot and spot, and giving our first - and to pass all of this on to the next generation, fueled by united, faith-filled prayer. Our church has to grow because we have been commanded to go and make disciples (Matthew 28:18-20).



COMPASSION STRATEGY

Our compassion strategy clarifies how we serve those who are near us and need us; we call this “Code Red”. As the kingdom of darkness seeks to enslave people through hunger, homelessness, addiction, racial injustice, poverty, isolation, mental and physical disabilities and illnesses, and despair, we will be the hands and feet of Jesus liberating people. One humble act of serving at a time, we reach those who feel as if they have no voice and no hope. We will let our good deeds shine out for all to see, so that everyone will praise our heavenly Father (Matthew 5:16).



EMPOWERMENT STRATEGY

The development of people’s gifts for the fame of Jesus is deeply embedded in our culture. Jesus said that the harvest is great, but the workers are few (Matthew 9:37). We are driven to raise up workers and to raise up a generation who will change Journey City for Jesus by leading workers. Paul describes church leaders as “gifts Christ gave to the church”, and clarifies that their responsibility is “to equip God’s people to do his work and build up the church” (Ephesians 4:11-13). We deliver God’s gifts by developing and deploying leaders he has called.



EXPANSION STRATEGY

All of the above matters for one reason: to see the kingdom of God advance. We don’t just create environments to maintain our church: we do it to see God’s will be done on earth as it is in heaven (Matthew 6:9, 10). We don’t just serve people to alleviate a crisis: we do it so people will see Jesus in us and desire to know him. We don’t just raise up leaders to make the world a better place: we do it to empower others who will reach people for Jesus. We believe that the church is Jesus’ primary plan for the evangelization of the world; that he didn’t die for a concept or organization or religious institution, but laid down his life to save people and bring them into his living, thriving church (Acts 2:47, 20:28). Jesus has given us a role to play and a responsibility to embrace called “Journey City”.

The story of real church for real people is just beginning. The same God who grew our church for the first 13 years will grow it for the next five... and beyond. So let’s go. Let’s grow.

We love what we do!

Group ONE39 is a transformational recruiting firm and leadership organization. We transform churches and ministries by delivering best in class talent and we help leaders increase their capacity for growth and reach. We create this transformation through established propriety interviewing systems, assessments, and simple memorable tools to help leaders understand themselves and connect well with others.

Our vision is transformation & our mission is

Transforming people + organizations

Values



Fun

We will laugh
hard often.



Generosity

We will give
not take.



Integrity

We will be
the same
in public
private.



Team

We are
better together.



Simple

Complexity
is the enemy
of growth.