

# Lincoln Berean Church

## *Operations Pastor*

- I. OFFICIAL TITLE: Operations Pastor
- II. REPORTS TO: Staff Directional Team Leader for Operations (Jeff Petersen)
- III. POSITION: Full-Time, Salaried Staff Pastor and Ministry Area Leader (MAL)
- IV. SUPERVISES: Director of Business & Staff Services, Director of Information & Guest Services, Director of Campus Services, Director of Maintenance, Campus Operations Administrative Assistant
- 

### V. BASIC ASSUMPTIONS:

- He has a growing relationship with Jesus Christ demonstrated in his character and as outlined in I Timothy 3 and Titus 1.
- He has a humble and teachable spirit born out of his security in Christ and an accurate understanding of his God-given capacity.
- He lives a life of dependence on the Holy Spirit and faith as demonstrated in his prayer life and personal experience.
- He has a vision for reaching the lost and presenting every person complete in Christ through the local church.
- He understands and lives by an equipping ministry model and has the people skills necessary to build a leadership team and train leaders for ministry.
- He believes in and is able to articulate a team-based philosophy of ministry for leadership and service.
- He is in agreement with the doctrinal positions and constitution of Lincoln Berean Church.

### VI. POSITION SUMMARY:

The overall responsibility of the Operations Pastor is to provide vision, leadership, staff coaching, and oversight for all facets of all LBC Operations areas in alignment with the mission, core values, and philosophy of ministry of Lincoln Berean Church.

### VII. MINISTRY AREA RESPONSIBILITIES:

- Effectively point lead and work with and through the Operations Management Team (OMT) to implement and execute the direction set by the Elder Board and Staff Directional Team (SDT) for all LBC Operations areas.
- Create and maintain a “joyful service” and empowerment culture within Operations consistent with LBCs values for our Operations areas (see attached).
- Lead primarily through relationship, values, and principles (not memorandum and policy) cultivating relationships with all Ministry Area Leaders (MALs) to serve and empower their Ministry Areas.
- Serve as “Interim Director of Campus Operations” giving day-to-day leadership and oversight to all facets of Campus Operations in the short-term and working with the Directional Pastor for Operations and the current Operations leadership on a long-term Campus Operations staffing plan.
- Provide day-to-day coaching and support for the Operations MALs and their staff and teams.
- Serve as the Pastoral staff representative on the LBC Business Team
- Serve as liaison between the OMT and the SDT under and through the Directional Pastor for Operations.

#### VIII. CHURCH-WIDE RESPONSIBILITIES

- Regularly participate in the overall life of the Body at Lincoln Berean, cultivating an atmosphere of unity and encouragement among all ministries, staff, and people.
- Faithfully attend and participate in all Lincoln Berean staff meetings, functions, and community- building opportunities.
- Fully agree to the terms of employment and other employee policies as outlined in the Lincoln Berean Employee Handbook.
- Willingly submit to the LBC leadership structure and willingly follow the ministry and office procedures and protocols for the staff and Body of Lincoln Berean.

#### IX. INTERVIEW AND SEARCH PROCEDURE:

The SDT Leader who oversees this ministry area will determine the interview and search procedure in accordance with Official Board policy.

#### X. HOURS, REMUNERATION AND BENEFITS:

See “Staff” section of Lincoln Berean Employee Handbook.

## POSITION FIT DESCRIPTIVES:

God's provision for this role will be a man who has been through enough on the journey and long enough in leadership to possess...

- \*\*Security/Identity in Christ
- \*\*Brokenness and Humility
- \*\*Maturity in Character
- \*\*An Accurate Self-Perception

He will be a man who has been wired and equipped by God to be...

- \*\*A Visionary Leader
- \*\*A Strategic Thinker
- \*\*A Proven Team Builder
- \*\*An Effective Implementer

He will have a deep desire to...

- \*\*Bring much glory to God through the reality of his existence (his greatest desire and highest aim)
- \*\*Grow in a life-long, truly intimate, love relationship with Christ (his deepest longing)
- \*\*Multiply his life by equipping others
- \*\*Build greatness that will last
- \*\*See not just large crowds gathered but thousands of lives truly transformed
- \*\*Trust God for the extraordinary (never settling for the ordinary), but understanding that the greatest miracle is a life that grows to actually look a bit like Christ

He will value...

- \*\*Programs only as tools for reaching and transforming people (not ministry results in themselves)
- \*\*Biblical Truth and an accurate understanding of God as the foundation for all of life
- \*\*Grace as the amazing gift that not only saves but also transforms
- \*\*Steps of Faith as tools to see the reality of God manifested in our day
- \*\*A team based style of leadership that recognizes, affirms, and depends upon the varying gifting of the Body

He will have experience...

- \*\*Leading Operations in either a multi-staff church or marketplace environment
- \*\*Hiring, developing, leading, and even transitioning staff in a church or other grace based environment
- \*\*Coaching, leading, and effectively empowering staff who are leaders of other staff
- \*\*Creating and permeating an organizational culture with service values as set by the overall church leadership
- \*\*Strategically creating and implementing flat systems of organization in a church or marketplace environment

If God has prepared you for such a role and led you to consider this opportunity, please email a resume & cover letter (introducing yourself and your interest in and preparation for this position) to [jpetersen@lincolnberean.org](mailto:jpetersen@lincolnberean.org) or mail to the address below:

Lincoln Berean Church  
Attn: Jeff Petersen  
6400 S. 70th Street  
Lincoln, NE 68516

(402) 483-6512  
[www.lincolnberean.org](http://www.lincolnberean.org)

# Lincoln Berean Church – Operations Ministries

## Our Purpose

# Empowering People to Serve Christ and Others through the Ministries of Lincoln Berean Church

## Our Values

- Simple Service is of Great Worth to God
- Understanding our Significance in Christ is the gateway to service (John 13)
- The church is not ours—it belongs to Christ (it is from Him, for Him, and held together by Him).
- God never panics. He is absolutely in control of all things.
- God’s resources are limitless. He is completely sufficient to meet OUR every need and every need of His church.
- People are our priority. In fact, our very purpose—as Operations staff—is to make it easier for people to serve
- People are NEVER to be seen as a pain, a problem, or an inconvenience
- Buildings, Finances, Grounds, and Operational Systems are temporal and exist to SERVE people—not to be served by people—who are eternal
- Our areas of Ministry are, by their very nature, NOT the end in themselves
- Our responsibility is not to maintain CONTROL, rather we seek to EMPOWER making it easier for people to serve
- Well organized, streamlined processes will make service easier and more effective
- We should endeavor to make our default mode “Yes” not “No”
- No one should ever be discouraged from service at LBC because of bureaucratic frustration
- Leaders create a culture. We as leaders in Operations must facilitate a culture of confidence in Christ, joy in service, trust in God’s sufficiency and provision, and value of and empowerment of people as ministers of the Gospel.