

First Christian Church

Miami, OK
Executive Pastor

FCC – Miami was established in 1894 and is a vibrant, growing church in Miami, OK. We are an Independent Christian Church, part of the Restoration Movement. We average 500 between our two Sunday services. We strive to train the saved and reach the lost in everything we do.

The Executive Pastor is a key leadership role responsible for translating the church's vision, **1000 by 2030**, into actionable strategies, structures, and systems that promote both long-term sustainability and advancement of the mission: ***train the saved and reach the lost***. This individual leads in two core areas: Operations, which ensures the ongoing health and intentional organization of church life, and Advancement, which secures the church's long-term future through strategic development and forward-thinking leadership.

Responsibilities include:

Train the saved. Reach the lost.

- This is the mission of our church. Everything we do is approached through this mindset.

OPERATIONS – Ensuring Long-Term Sustainability

Goal: Build and maintain intentional systems, structures, and rhythms that promote the long-term health, clarity, and effectiveness of all areas of the church's ministry.

Organizational Leadership

- Oversee day-to-day operations of the church, focusing on long-term sustainability and missional alignment.
- Promote intentional planning, evaluation, and execution across all ministries, ensuring ministry leaders operate with clarity and shared priorities.
- Translate vision into structures that enable growth without compromising the mission or culture.
- Manage the church budget in partnership with the financial team.
- Champion the church's database system, ensuring it is fully integrated and used consistently.
- Establish policies and procedures that provide clarity and consistency without creating unnecessary bureaucracy.

Team Development

- Support ministry staff, encouraging personal growth, accountability, and collaboration.
- Develop systems for setting goals, evaluating outcomes, and clarifying roles/responsibilities.
- Assist in hiring, onboarding, training, and care of staff in ways that promote long-term health, retention, and ministry joy.
- Create intentional rhythms of rest, feedback, coaching, and celebration.
- Equip leaders for conflict resolution, healthy communication, and effective delegation.

Unity & Buy-In

- Own and promote the mission.
- Build strong, trusting relationships with staff, elders, and volunteers.
- Lead cross-functional collaboration so that the church moves forward as one body.
- Promote intentionality in all communication, ensuring everyone understands both the “why” and the “what” of the ministry direction.

Facilities Oversight

- Ensure all physical spaces support ministry effectiveness and reflect the church’s values.
- Oversee maintenance, upgrades, usage policies, and coordination of facility needs.
- Develop long-term facilities plans that anticipate growth and future ministry needs.
- Ensure spaces are welcoming, functional, and adaptable for multi-use.

Organizational Marketing, Communication & Story

- Maintain clear, consistent, and compelling communication across all platforms (website, social media, print, stage, email).
- Ensure alignment between the church’s voice and vision, using storytelling to inspire and mobilize people toward mission.
- Develop a proactive communications calendar that aligns announcements, campaigns, and stories with church rhythms.

ADVANCEMENT – Securing Long-Term Success

Goal: Build forward-thinking strategies and culture, positioning the church to grow in effectiveness, faithfulness, and fruitfulness over time.

Strategic Planning

- Collaborate with the Lead Pastor and elders to clarify and articulate the long-term vision.
- Translate the vision into clear strategies, measurable goals, and actionable ministry plans.
- Develop and maintain systems for tracking progress, reporting results, and adapting plans.

Vision Alignment

- Ensure all ministries are calibrated to the church’s vision and values.
- Create rhythms of vision communication through staff meetings, leadership retreats, and church-wide moments.
- Help teams understand how their work fits into the larger mission.
- Partner with the Lead Pastor to create cultural language and communication strategies that reinforce identity and mission.

Mobilization

- Identify and remove barriers that prevent people from engaging in the mission.
- Create clear, accessible pathways for discipleship, leadership development, and volunteer participation.
- Equip ministry leaders to recruit, train, and release volunteers.
- Build a culture where every believer understands their role in God’s mission and is equipped to live it out.

Collaborative Unity

- Serve as a bridge-builder between staff, elders, and congregation — ensuring alignment, clarity, and shared momentum.
- Cultivate a leadership culture marked by humility, mutual respect, shared responsibility, and collaborative decision-making.
- Facilitate intentional conversations that address challenges honestly while moving forward in unity.
- Promote unity without uniformity, allowing for diverse perspectives while maintaining a shared mission.

Formative Discipleship

- Create and champion a discipleship strategy and pathway that moves people from first-time guests to fully engaged disciples.
- Ensure discipleship is embedded into the culture, not treated as a program.
- Create a scalable plan for Connect Groups, overseeing leader training, curriculum, and launch phases.
- Oversee church-wide events that foster community, discipleship, and mission engagement.

Requirements:

- Baptized disciple of Jesus who aligns with the principles of the Restoration Movement.
- A 4-year degree is required, with preference given to a Bible College/University within the Restoration Movement.
- A commitment to personal spiritual growth and development, and a willingness to participate in continuing education opportunities.
- This position reports to the Lead Pastor and elders.

**The qualified candidate should complete these assessments: Leading Smart and Rocket Fuel.
Email the results, resume, and core beliefs to brandon.k.fletcher@gmail.com.**

Brandon Fletcher

Lead Pastor

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