

LEADER • ADMINISTRATOR • PASTOR

EXECUTIVE PASTOR

RESUME



KIRK MORGAN

LIVING AND BREATHING LEADERSHIP

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The role of Executive Pastor is possibly one of the most misunderstood and difficult to explain roles in the church. This "Second Chair" position often varies greatly from church to church, leaving each organization to determine for themselves what this role actually is and isn't. With that said, I'd like to share with you what kind of Executive Pastor I am and will be at my new church!

As Executive Pastor I find great purpose and fulfillment in the success and wins of others. I strive to add value to every department, staff member and task I touch. My primary objective is to maximize people and maximize resources! As Chief of Staff I will help our team discover their strengths and potential and allow them to function within their sweet spot. I will build trust quickly with my new team by modeling great integrity, authenticity, humility and compassion.

I will set high standards for performance and hold us to it. I will relentlessly be defining and communicating the cause for our team and help every individual identify where they fit into it. As your Executive Pastor, I will work persistently to create a safe place for our team by keeping our people well informed. I will stand in the gap for our team. I will saturate every position with great importance. I will stay visible and accessible. I will not let problems fester but address them with tremendous candor, grace and humility. I will approach discipline as a learning opportunity for our staff.

I live and breathe LEADERSHIP while recognizing that the best leadership is more than a technique but a way of life. As a leader I get out in front and keep my team on the move. As a leader I work to be a man of great self-awareness. I live within my core competencies... playing to my strengths and effectively delegating my weaknesses. I leverage my authority as little as possible. I am a leader that frequently says to my team members, "I'll let you make that decision".

I will give our staff freedom of movement while making sure we all know where the fence is. When our staff gets themselves into trouble, as Executive Pastor I will come to the rescue and help get them out. I will make sure our staff always knows failure isn't fatal.

The cost of good leadership is high and as your next Executive Pastor I will gladly pay it with my time, commitment and energy. As your Executive Pastor I will work hard to be a master of systems. I will understand that a well-managed organization is required by the very nature of the church and is likely to be more usable by God than a disorderly one. W.T. Conner illustrates this viewpoint well when he said, "The Lord can cut more timber with a sharp axe than a dull one". As your next Executive Pastor I will attempt to sharpen that axe through efficient and effective administrative systems.

My proven track record in administration will help the church responsibly and legally achieve our goals and dreams while keeping us solvent. I will watch over our finances with great intentionality while finding creative and responsible ways to fund our God given ministry ventures and ambitions.

As your next Executive Pastor I will embrace the ambiguity that comes with the role and selflessly serve all who call me boss. As Executive Pastor I will make it my first objective to earn the trust of the Senior Pastor and make his burden light whenever I can. I will learn his vision and values and infuse them into every decision I make. I will flex as he needs, allow him to lead when he wants to and fill in the gap when he needs to redirect his attention elsewhere. I will never undermine him and be in his corner at all times. I will be completely truthful with him and create channels of constant communication. I will do everything I can to nurture and feed this relationship always.

And lastly, as your new Executive Pastor I will always endeavor to keep myself profoundly close to Jesus!



"Rare indeed is a man with a pastor's heart, a servant's hand and an administrator's mind. Find that and you have found an Executive Pastor".

-Mike Buster
XP at Prestonwood Baptist Church

Learn more at
PASTORKIRK.ORG

QUICK BIO: Kirk is 38 years old. Married for 19 years to Sarah. Kids: Madelyn (17) & Jackson (15). Interesting Factoid: Kirk lost 100+ pounds in 2016!

To see articles, pictures, sermons and more from Kirk go to pastorkirk.org!

I have many years of ministry experience, 18 of them in full time vocational ministry. I have designed and created many dynamic physical environments, programs, retreats and events for children, students and adults. I also effectively manage millions of ministry dollars every year.

I have led the charge on numerous aspects of multiple building and remodeling projects. I have led the transition of our church into new financial modules and HR policies. I have championed the development of most of the safety and security strategies for our church family.

Throughout the years I have successfully led large paid staffs as well as massive teams of volunteers. My highly administrative and pastoral roles have prepared and equipped me well for the new chapter ahead.

EXPERIENCE & EDUCATION

Ministry Experience:

2019-Present
MOSAIC (Size 1200+) Littleton, CO
Executive Pastor
Oversight of all staff and operations. Board Member.

2010-2019
Faith Bible Church (Size 2800+) The Woodlands, TX
Kids, Student & Family Pastor
Staff: 9 Direct Reports. 60 Indirect reports. 300 Volunteers.
President & Board Member of SonKids Christian School.

2006-2010
Cypress Bible Church (Size 1800) Cypress, TX
Children's Pastor
Staff: 3 Direct Reports. 15 Indirect Reports. 100 Volunteers.

2004-2006
Bible Fellowship Church (Size 1500) Ventura, CA
Leadership Intern Pastor
Two year full time, paid internship under Executive Pastor

Education:

2017-2019 Harvard Business School
-Graduate Certificate in "Leadership Principles"
-Graduate Certificate in "Contract Law"
-Graduate Certificate in "Management Essentials"

2017 Executive Pastor Certification Xpastor.org
Ops 101—Church Staffing (15 classes)
Ops 102—Church Communications (14 classes)
Ops 103—Church Finances, Part 1 (10 classes)
Ops 104—Church Finances, Part 2 (10 classes)
Ops 105—Church Facilities (10 classes)

2010 Trinity Seminary Newburgh, IN
Completed course in Principles of Church Administration

2006 Freedom Bible College & Seminary Rogers, AK
Bachelors Degree: Major: Christian Ministries



Additional Training:

2022 Leadership Network Learning Cohort.
On site with Tim Stevens, Andy Stanley, Dan Reiland
Atlanta, GA. Chicago IL, Dallas TX.

2021 "Leading Smart" Executive Pastor Cohort with Tim Stevens

2019 Harvard Kennedy School
Nonprofit Financial Stewardship Seminar

2019 Executive Pastor Boot Camp
with David Fletcher. Founder of XPastor.org

2019 Executive Pastor Conference Dallas, TX

2019, 21 Watermark Leadership Conference Dallas, TX

2017 Miscellaneous Online Courses
"Nuts and Bolts of Staff Management" taught by Steve Stroepe
"Successful Family Ministry" taught by Paul Jones
"Self Leadership" taught by Steve Stroepe
"Church Governance" taught by Ligon Duncan
"Growing Strong Men in Your Church" taught by Fred Luter

2016 Ultimate Church Financial & Legal Conference Dallas, TX

2015 Hillsong Leadership Conference New York City, NY

2007, 08, 09, 10, 12, 16, 18
Catalyst Leadership Conference Atlanta, GA

2007, 09, 11 The Orange Leadership Conference Atlanta, GA

2005, 06, 08, 09, 10 Leadership Summit Conference Barrington, IL