

CAMPUS PASTOR

S A M P L E J O B D E S C R I P T I O N

THE UNSTUCK GROUP®

The role of the Campus Pastor (CP) is to oversee the life and direction of [Campus Name] under the direction and leadership of the Senior Pastor (SP). This requires a firm grasp of the beliefs, values and strategy of [Church Name] and the ability to align staff and key leadership teams with its mission, vision and values. The CP will offer pastoral leadership to the campus and ensure the systems, practices and policies of the church responsibly and effectively support its ministry activities.

The Campus Pastor will be responsible for:

1. Modeling Biblical Priorities

Responsible for upholding Biblical priorities and core values of [Church Name]. The CP should represent a growing personal relationship with Christ. The CP models a strong relationship with his or her spouse (if married) and children (if applicable). The CP strives to fulfill his or her purpose in life and ministry while demonstrating integrity in words, relationships and actions.

These objectives are accomplished by:

- Committing to a daily quiet-time with God.
- Participating in a [Church Name] small group on a regular basis.
- Setting appropriate boundaries to protect character and integrity.
- Developing personal evangelism opportunities within and outside the church.
- Supporting the ministries of [Church Name] by faithfully giving at least 10% of gross income.
- Adhering to and encompassing the qualities and characteristics required of [Church Name] employees, as defined by the Staff Handbook.

2. Strategic Leadership and Planning

Responsible for championing [Church Name]'s vision and values at the campus location. The CP will assist the SP in strategic planning and staff coordination in the execution of the church's mission and vision. The CP will lead the campus in accomplishing goals and action plans established by the SP and senior leadership team. The CP will provide the catalyzing challenges and activities which allow [Church Name] to remain true to its mission and vision. This leadership and input will be provided through many activities including:

- Implementing an intentional staff meetings strategy to clarify and execute [Church Name]'s goals and objectives.
- Monitoring and reporting the pulse of the congregation through research and evaluation of attendance, giving, small group participation, baptisms, volunteer engagement, community transformation, etc.

- Ensuring staffing, facilities and programs are appropriately and effectively aligned to best meet strategic goals and [Church Name] campus constants.
- Managing campus budget and providing oversight and direction in the large variety of financial functions of the church including: stewardship campaigns, cash flow, contributions, payroll, leases and budget development.
- Fulfilling other pastoral/administrative duties (weddings, funerals, baptisms, child dedications, counseling, etc.) or other tasks which might not be considered part of the normal job description.

3. Oversight of Campus Worship Experiences

Responsible for ensuring that all worship experiences are executed with excellence. The CP displays excellent communication skills, the ability to make sound decisions, high level networking and relational strengths that enhance each worship experience. These objectives are accomplished by:

- Delivering relevant, Biblical messages when called upon.
- Teaching and leading in small, medium and large group settings.
- Planning and executing worship and other creative elements to complement the teaching in each ministry environment.

4. Staff Supervision and Development

Provides leadership to the campus staff team. The CP will lead, evaluate and mentor existing staff in their respective areas of ministry and prioritize future staffing needs. Includes the following responsibilities:

- Supervising the campus staff leadership team as it relates to day-to-day ministry and operational activities.
- Overseeing the training and development of campus leadership team.
- Empowering staff and volunteer leaders to lead the ministries and operations.
- Providing coaching to the staff in the design and implementation of all church ministries, including periodically evaluating appropriate changes to organizational structure to reflect ministry strategy.