



Staff Role Description **Campus Pastor**

Ministry:	CAMPUS
Reports To:	Pastor of Campuses
Average Hours Per Week:	Full time, 40+ hours /week
Role Type:	Exempt
Last Revision Date:	6/19/2015

Role Overview

Lead a Chapel campus in concert with the overall direction of the Chapel. The Campus Pastor (CP) is responsible for the growth, health and alignment of that campus by, modeling Christ likeness, Discipling leadership and inspiring, equipping and releasing their congregation to live fully in the Kingdom of God (K.O.G.)

General Requirements

1. Alignment with and support of the Chapel Staff Expectations (as outlined in the Chapel Application for Employment and The Chapel Staff Handbook).
 - The six key areas of staff qualifications (coming from our Missional Identity):
 - Understand and embrace the theology of inaugurated eschatology and its implications for followers of Christ
 - Believe that the Holy Spirit indwells and empowers every follower of Jesus, and consistently experiences the very power and presence of God at work inside, through, and around him as he participates in God's mission in the world
 - Demonstrate a passion and aptitude for making disciples of Jesus and prioritize his life and ministry accordingly
 - Share in the continued mission of Jesus by consistently ministering, through the power of the Holy Spirit, God's presence, love, truth, and power to all those he encounters
 - Embrace genuine Christian community as the primary vehicle of discipleship at the Chapel, prioritize participation in a missional community, and capable of providing some level of Missional Community (MC) leadership
 - Live a life defined by a revolutionary commitment to, and personal sacrifice for, the cause of Jesus Christ in the Kingdom of God
 - In all of the above areas, a staff member would be expected to become a visible example and model for our congregation

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2. Model an Authentic Relationship with Christ

- Model a life and conduct worthy of emulation
- Demonstrate a contagious, growing love for God and others
- Grow spiritually through consistent, meaningful use of spiritual practices (devotional life, prayer, etc.)
- Attract others by being authentic, joyful, inspiring and loving

Additionally, the Campus Pastor (CP) must fulfill the following expectations:

- I. The CP must have a strong relationship with God, as evidenced by a spiritually mature, healthy and moral lifestyle.
 - II. The CP must have a strong family life, as evidenced by the quality of the relationship with their spouse, their relationship with their children and their ability to effectively manage their finances.
 - III. The CP must be an example of the type of Christ follower that we want our people to become. They must:
 - Embrace The Chapel's vision of making disciples of Jesus
 - Unreservedly hold to The Chapel's statement of beliefs
 - Practice The Chapel's approach to ministry
 - Embody The Chapel's culture
 - Be loyal both to God and The Chapel
3. The CP must be someone that effectively develops personal relationships.
 - They must be authentic, joyful, and winsome
 - They must be loving toward people, prioritizing others ahead of themselves, and engendering trust from those that they lead
 - They must be inspiring, motivating others to sacrifice for God
 4. The CP must be someone that communicates well informally
 - Their interpersonal communications should be warm and engaging
 - Their upfront communications should be relational and inspiring
 5. The CP must be someone that excels as an action-oriented leader.
 - They should be able to select, align and lead leaders toward Christlikeness and the vision of The Chapel

Primary Responsibilities

The Campus Pastor (CP) is responsible for a number of deliverables including:

1. Creating a vibrant and attractive church family, measured by campus growth and attendance.
 - The CP must continuously strengthen the bonds between their campus and the larger church by constantly reinforcing our priorities, vision, values, message and culture.
 - The CP will be the visible pastoral presence of the campus by welcoming people individually, hosting the service, making sure that new people are identified and received warmly and praying for the hurting people of that campus.

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2. Building a financially viable campus, as measured by income, expenses and contributions to the overall church.
3. Spiritually developing and shepherding the people of their campus, as measured by service, giving and involvement in community venues and leading a culture of relational connectedness through authentic Christian community.
 - Integrate new people into community skillfully by:
 - Supervise and develop Area Leaders (if applicable) by encouraging their spiritual, personal and ministerial development to maximize their potential for success
 - Develop and execute a strategy for integration that efficiently connects each person who attends your campus
 - Manage “front door” connection opportunities (lobby conversations, calls, emails, web inquiries, family time cards)
 - Provide effective communication of connection opportunities
 - Provide first step initiatives for new Christ followers
 - Lead participation in events for new attendees
 - Create and implement a strategy for connecting people into community
 - Oversee administration and development of Missional Communities (MC’s)
 - Support the vision of community in all ministries of The Chapel (The Great Adventure (TGA), Students, Serving Teams)
 - Provide pastoral care by overseeing the campus’ response to crisis and providing care/compassion
 - Provide benevolence assistance as appropriate
 - Provide pastoral counseling as needed
 - Perform weddings, funerals, baptisms and child dedications
 - Provide hospital visits as necessary
4. Leading the campus staff in selection and alignment to effectively accomplish the goals and purposes of the Kingdom of God (K.O.G.) at your campus
 - Attend and participate in campus events and services as needed (student ministries, worship, communion, other large campus specific events, etc.)
 - Attend all Chapel meetings and events as needed (staff meetings, leadership meetings, Touchpoint, etc.)
 - Participate in strategic leadership development opportunities (1:1 meetings with campus staff, performance management, leadership forum, staff selection and interview process, volunteer recruitment and development, etc.)

This role description is meant to describe the general nature and level of responsibilities being performed; it is not intended to be construed as an exhaustive list of all responsibilities, duties and skills required for the position.