



Staff Role Description

Associate Campus Pastor

Ministry:	Campus
Reports To:	Campus Pastor
Average Hours Per Week:	Full-time, 40+ hours/week
Role Type:	Exempt
Last Revision Date:	October 2021

Role Overview

The Associate Campus Pastor (ACP) is responsible for partnering with the Campus Pastor in leading a single Chapel campus in concert with the direction of The Chapel and overseeing the execution of fruitful ministry by developing community venues, connecting newcomers, providing pastoral care, delivering leadership development and directing specific staff for the campus.

This person must provide excellent leadership, clear communication, vision, direction and motivation. He/She must embody The Chapel's culture and values by being third, expecting big, trusting big, being real, having fun, and sharing in the vision for all to know and love Jesus, be led by the Spirit, share the Gospel and live on mission. This person must also serve on the larger Chapel-wide Campus Pastoral team and serve as an example of servant leadership.

General Requirements

The Associate Campus Pastor (ACP) must embody the purpose, vision and values of The Chapel by being a visible example and model to all those within their scope of influence as outlined below.

Our **PURPOSE:** *To help people come alive to God*

Big Idea: Revival -- All of God in all of us for all of our world

Revival happens when we help our people ...

- Carry the Christianity of Jesus
- Pray Heaven to Earth
- Be a Force for Good
- Live as part of a Kingdom Community

Our **VISION:** *To help ignite a spiritual revolution*

We want to see our purpose of helping people come alive to God happen on a grand scale by multiplying Kingdom Communities through ...

Associate Campus Pastor

- Widespread Spiritual Awakening (All of God)
- Revitalization of the Church (All of us)
- Transformation of Society (All of our world)

Our **VALUES**: *We are a people completely giving ourselves to God and others, believing Him for really big things, never pretending to be anything we aren't – and finding ways to enjoy life and have a lot of fun along the way.*

- Be All-In: A fully-committed people who come in third
- Have Expectant Faith: He is who he said he is and will do what he said he will do
- Be Authentic: Honest, forthright, plain-spoken and integrity-filled
- Have Fun: Vibrant, winsome, joyful people

Additionally, the ACP must ...

- Be an example of the type of Christ follower that we want our people to become by holding to our statement of beliefs, practicing our approach to ministry and embodying our culture
- Demonstrate a passion and aptitude for making disciples of Jesus and embrace genuine Christian community as the primary vehicle of discipleship at The Chapel
- Believe that the Holy Spirit indwells and empowers every follower of Jesus, and consistently experience the very power and presence of God at work inside, through, and around themselves as they participate in God's mission in the world
- 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 encountered
- Have a strong relationship with God, as evidenced by a healthy devotional and moral lifestyle
- Have a strong family life, as evidenced by the quality of the relationship with their spouse and children (where applicable) and their ability to effectively manage their finances
- Be inspiring, motivating others to sacrifice for God
- Be an effective communicator, both formally and informally, with warm and engaging interpersonal skills that are both relational and inspiring
- Have demonstrated abilities as an action-oriented leader, able to cast vision and align leaders
- Have demonstrated abilities in identifying, recruiting, equipping and shepherding volunteers and volunteer leaders
- Have the ability to multi-task efficiently and effectively, prioritizing according to ministry needs
- Have strong ability to use all computer software and programs needed to accomplish tasks
- Have a minimum of 2 years of pastoral ministry experience, overseeing a ministry area
- Have proven and successful experience in all areas under the Primary Responsibilities

Primary Responsibilities

1. Community Venues

The ACP is responsible for developing and leading a culture of relational connectedness through authentic Christian community lived out in small groups

- Integration
 - Develop and execute a strategy for integration that efficiently connects each person who attends your campus

Associate Campus Pastor

- 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
- Participate in regular Meet the Chapel events for new attendees
- Groups
 - Supervise and develop Area Leaders and/or Group Leaders by encouraging their spiritual, personal and ministerial development to maximize their potential for success
 - Drive campus small group campaigns in alignment with Chapel-wide initiatives
 - Create and implement a strategy for connecting people into groups during non-campaign seasons
 - Implement an evaluation process to measure effectiveness of connection processes (objectives, action items, improvement, metrics)
 - Oversee administration and development of mid-sized and affinity groups
 - Support the vision of small groups in all ministries of The Chapel (Kids, Students, Serving Teams, etc.)

2. Pastoral Care

The ACP is responsible for working with the Campus Pastor to shepherd and provide pastoral care and compassion to campus members, the community and staff

- Provide benevolence assistance as appropriate
- Provide pastoral counseling as needed
- Perform weddings, funerals, baptisms and child dedications as scheduled
- Provide hospital visits as needed
- Provide administrative support and for all Care responsibilities

3. Leadership & Development

- Provide leadership oversight, attend and participate in campus events and services as needed (student ministries, worship and large campus specific events)
- Attend all Chapel meetings and events as needed (staff meetings, touchpoint, core gatherings)
- Participate in strategic leadership development opportunities as appropriate (1:1 meetings with CP, staff and key volunteers, leadership forum, staff selection and interview process, volunteer recruitment and development, performance improvement plans, 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.