



Staff Role Description

Campus Pastor

Ministry:	Campus
Reports To:	Executive Pastor
Average Hours Per Week:	Full-time, 40+ hours per week
Role Type:	Exempt
Last Revision Date:	August 2026

Role Overview

The Campus Pastor's role is to champion The Chapel's vision by leading a single Chapel campus in concert with the overall direction of The Chapel and being responsible for the growth, health and alignment of a campus by developing genuine community relationships, connecting new and existing members to Kingdom ministry, shepherding and equipping a campus staff team and providing loving, pastoral care.

Primary Responsibilities

1. Creating a vibrant and attractive church family, measured, in part, by campus growth and attendance.
 - The Campus Pastor (CP) must continuously strengthen the bonds between their campus and the larger church by constantly reinforcing our purpose, vision, values 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 faithfully for the people of that campus.
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 small groups directly or with the assistance of staff who oversee small groups (at larger campuses, the Associate Campus Pastor will oversee this responsibility)
 - Supervise and develop volunteer leaders 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

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- Manage “front door” connection opportunities (lobby conversations, calls, emails, web inquiries, Connection Cards)
 - Provide effective communication of connection opportunities
 - Provide first step initiatives for new Christ followers
 - Participate in regular events for new attendees
 - 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 process (objectives, action items, improvement, metrics)
 - Oversee administration and development of small groups and other Chapel groups
 - Support the vision of small groups in all ministries of The Chapel (Kids, Students, Serving Teams, etc.)
 - Provide pastoral care by overseeing the campus’s 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 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, prayer nights, etc.)
 - Proactively engage in strategic leadership development opportunities including vision casting, 1:1 meetings with campus staff, performance management, coaching, developing and equipping staff, staff selection and interview process, volunteer recruitment, etc.

Key Qualities

- Be an example of the type of Christ follower that we want our people to become by holding to 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 that power 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

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interpersonal skills that are both relational and inspiring

- Have demonstrated abilities as an action-oriented leader, able to cast vision and align leaders
- Able to multi-task efficiently and effectively, prioritizing according to ministry needs
- Have strong ability to use all computer software and programs needed to accomplish goals

Essential Requirements

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

Our **MISSION**: *To help people come alive to God! This means we:*

- 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 revival in our church communities, and around the world! Revival happens whenever a group of people, anywhere, at any time, come alive to God. We do this by pursuing:*

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

Our **VALUES**: *To be a people fully devoted to God and others. We trust God in all things, big and small. We live authentically, never pretending to be something we're not. We embrace life with joy, finding ways to have fun along the way. We do this by:*

- Living All-In: A fully committed people who come in third (God, others, self)
- Having Expectant Faith: He is who he said he is and will do what he said he will do
- Being Authentic: Honest, forthright, plain-spoken and integrity-filled
- Having Fun: Vibrant, winsome, joyful

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.