

Campus Pastor | Meyers Lake Campus

Status: Full-Time (40+ hrs/wk), Exempt

Reports to: Lead Pastor

Summary

The role of the Campus Pastor is to oversee the life and direction of First Christian Church's Meyers Lake Campus under the direction and leadership of the Lead Pastor. This requires a firm grasp of the beliefs, values and strategy of FCC and the ability to align staff and key leadership teams with its mission, vision and values. The Campus Pastor will offer pastoral leadership to the campus and ensure the systems, practices and policies of the church are responsibly and effectively executed its ministry activities.

Primary Responsibilities

1. Modeling Spiritual Disciplines and Biblical Leadership

The Campus Pastor is responsible for upholding Biblical priorities and the mission, vision and values of First Christian Church. The Campus Pastor should represent a growing personal relationship with Jesus Christ. The Campus Pastor models a strong relationship with their spouse (if married) and children (if any). The Campus Pastor strives to fulfill their purpose in life and ministry while demonstrating integrity in words, relationships and actions. Specific expectations and responsibilities include:

- Committing to a daily quiet time with God.
- Participating in a Life Group on a regular, ongoing basis.
- Setting appropriate boundaries to protect personal character and integrity.
- Developing personal evangelism opportunities within and outside the church.
- Supporting the ministries of First Christian Church by faithfully tithing.
- Living as an active disciple-maker by regularly reaching out to lead people to Jesus and help them take steps to grow in their faith.
- Adhering to and encompassing the qualities and characteristics required of First Christian Church staff, as defined by the Team Guide and Culture Code.

2. Strategic Leadership and Planning

The Campus Pastor is responsible for championing alignment with and execution of First Christian Church's mission, vision, values, strategy, and operating procedures at the campus location. The Campus Pastor will assist the Lead Pastor and Executive Pastor in strategic planning and staff coordination in the execution of the church's strategy. The Campus Pastor will lead the campus in accomplishing goals and action plans established by the Lead Pastor and Senior Leadership Team. The leadership and input will be provided through various duties and responsibilities, including:

- Leading intentional and effective campus staff meetings to clarify and execute First Christian Church's goals and objectives.
- Monitoring and reporting the pulse of the campus congregation through research and evaluation of Key Performance Metrics (KPMs) such as attendance, giving, Life Group participation, baptisms, volunteer engagement, community engagement and connections, etc.

- Ensuring staffing, facilities, and programs are appropriately and effectively aligned to best meet the strategic goals and campus constants.
- Overseeing the campus budget and working alongside the Executive Pastor and CFO to provide oversight and direction in a large variety of financial functions of the church including cash flow management, contributions, budget development, expense reporting, etc.
- Fulfilling other duties (weddings, funerals, baptisms, Parent Dedications, counseling, home and hospital visitations, etc.) which are typical responsibilities and expectations of a pastor.

3. Lead Intentional and Effective Outreach and Disciple-Making Efforts

The Campus Pastor is responsible to set a high standard for the campus staff and congregation in the areas of outreach, community engagement, and discipling of believers. The Campus Pastor will lead by example by being a disciple-making disciple. The Campus Pastor will ensure that the campus grows by reaching people who are unchurched or dechurched and connecting them to the campus congregation. The Campus Pastor will ensure that people are taking steps in their faith and engagement with the church family by focusing in the following areas:

- Moving campus attendees to be “all in disciples of Jesus” by championing the implementation and execution of FCC’s Discipling Pathway and Leadership Development Pathway at the campus.
- Organizing events and reach opportunities in the church and community to connect others to FCC.
- Fostering a culture at the campus that continually refocuses people on reaching their “one” and leading them to Jesus.
- Leading and directing the Life Group ministry at the Meyers Lake campus, including recruiting and training leaders, connecting people to groups, and providing resources and assistance as needed in alignment with FCC’s groups model.
- Ensuring that FCC’s Discipling Pathway is clear and that new attendees know their next step.
- Helping connect & guide people as they express interest in serving and help coach them forward.

4. Oversight of Campus Worship Experiences

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

- Hosting and participating in services as requested by the central programming team.
- Delivering relevant, Biblical messages if/when called upon by the Lead Pastor (however it should be noted that preaching is not a standard expectation of Campus Pastors).
- 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.

5. Staff Supervision and Development

The Campus Pastor provides leadership to the campus staff team. The Campus Pastor will lead, evaluate, and mentor existing staff in their areas of ministry and prioritize future staffing needs. Successful leadership in this area will include focus on the following areas of responsibility:

- Supervising the campus staff team as it relates to day-to-day ministry and operational activities.
- Overseeing the training and development of campus staff members.
- Empowering staff and volunteer leaders to lead the ministries and operations of the campus.

- Providing coaching to the staff in the design and implementation of all ministries, including working alongside the Lead Pastor and Senior Leadership Team to periodically evaluate appropriate changes to organizational structure to reflect ministry strategy.
- Fosters and champions a culture of leadership development through building of volunteer-driven ministry teams and the development of volunteer leaders to lead those teams.

Other Duties, Responsibilities, and Expectations

- Provide top-level oversight of all campus services, events, and activities, ensuring they are executed in accordance with the standards of quality at FCC.
- Ensures care and development of the campus property and grounds and provides counsel on the use of ministry space for community, care and church use.
- Lead & develop coaches for campus teams, (Welcome, Hosts, Greeters, Parking, and Security teams.)

Requirements and Qualifications (i.e. *What a Strong Candidate Would Look Like*)

This position also requires a level of education and experience suitable for fulfilling the responsibilities as outlined above. Additionally, a successful candidate will:

- Possess humble and healthy Christian character.
- Demonstrate strong leadership abilities capable of building teams and executing strategies.
- Possess strong communication skills (written, verbal, and interpersonal).
- Demonstrate a strong work ethic.
- Must be flexible, hardworking, self-motivated, reliable, and fun.
- Must love God, love people, and be passionate about the mission of FCC.
- Capable of working independently or as part of a team.
- Be a good listener, be teachable, and have a strong desire to lead by serving others.
- Have qualified organizational experience (*Campus leadership experience and/or experience on a multisite ministry staff of at least two years is highly preferred*).

Expectations, Staff Relationship & Responsibilities

- Accountable to the Lead Pastor who will supervise and encourage regularly, and evaluate annually.
- Agree to and follow guidelines and expectations in Team Guide and Culture Code.
- Attend (and when applicable, lead) all-staff weekly meetings, monthly Pastors and Directors meetings, and any additional (Senior Leadership, Central or "Campus Coordination" Team) meetings as directed.
- Become an active member of First Christian Church (if not already) within 90 days of employment.
- Maintain regular working schedule as directed and approved by the Lead Pastor (Sundays 8:00am-1:00pm; Monday-Thursday 9:00am-5:00pm; Fridays and Saturdays regularly scheduled off outside of unique circumstances such as emergencies, special services or programming, or All Hands On Deck events, or other occasional responsibilities).

Those interested in applying for this position should submit a resume with cover letter and references to Crystal Apostalides, Director of Operations, at capostalides@firstchristian.com.

Confidentiality Agreement



I hereby agree to preserve the confidentiality of any and all records or information that I have access to during my employment with First Christian Church. I understand that any information (written, verbal, or otherwise) obtained during the performance of my duties must remain confidential.

I understand that records may be confidential by virtue of the state personnel file privacy law, the Family Educational Rights and Privacy Act (20 U.S.C. 1232g), and other laws. Under these privacy laws, I may not disclose information about First Christian Church employees, members, attendees, volunteers, etc., unless I am certain that a provision of the law allows disclosure in particular circumstances or I have obtained direct and specific authorization to disclose confidential information in particular circumstances.

If in doubt about the confidentiality of any record or information, or of my ability to legally disclose information, I agree to consult with my supervisor (who in turn may consult with the Business/Human Resources Department) before disclosing any information in question.

This agreement is given in consideration of my employment at First Christian Church. The terms of this agreement remain in effect during and after my employment with First Christian Church.

I understand that any unauthorized release or carelessness in the handling of confidential information is considered a breach of my duty to maintain confidentiality. I further understand that any breach of this duty to maintain confidentiality could be grounds for disciplinary action up to and including immediate dismissal from employment and/or possible liability in any legal action arising from such violation.

Authorized Signature

Date

Print Name



Statement of Faith

The statement below represents FCC's core beliefs. All employees are expected to publicly uphold these beliefs, allowing all of us to speak one message with one voice.

We believe in one God: Father, Son and Holy Spirit (Matthew 5:16, 45; 6:1, 4, 8, 9; James 1:17; John 1:1; 4:24; 14:9, 16-20; Genesis 1:2; 2 Peter 1:21).

We believe in God the Father Almighty, Creator of all things visible and invisible (Genesis 1:1; Acts 17:24-28; Hebrews 11:3).

We believe in Jesus Christ, God's one and only Son, our one and only Savior (John 1:14; 3:16; 1 John 4:9; 2 Peter 3:18); who was born Jesus of Nazareth, both fully human and fully divine, conceived of the Holy Spirit and the virgin Mary (Matthew 1:18; 21:11; John 1:14; 19:19; Romans 5:15-17; Colossians 2:9; 1 John 1:1; Luke 1:26-38); who suffered and was crucified under Pontius Pilate (Luke 23:1-46), died and was buried, and rose again bodily from the dead on the third day (Luke 23:44, 24:8; John 20:24-29; 1 Corinthians 15:3-8); who ascended into Heaven and now sits at the right hand of the Father (Luke 22:69; Acts 1:1-9; Colossians 3:1); and who will return to earth to judge both the living and the dead (Matthew 24:36-42; John 14:1-3; Acts 1:10-11, 10:39-42; 1 Peter 4:5).

We believe in the Holy Spirit, Who is an active and operative part of the triune God (John 16:5-15; Acts 1:7-8; Romans 8:26-27) and who indwells every Christian (1 Corinthians 3:16; 6:19; 2 Timothy 1:14).

We believe in the Bible, God's Holy Word, Scripture. We believe God inspired the autographs (original writings) of the Scripture and those autographs were consequently without error (Mark 12:36; John 14:26; 16:12-15; Acts 1:16; 1 Corinthians 2:12-13; 2 Timothy 3:14-16; 2 Peter 1:20-21). We accept the Bible as the final authority on all matters of faith and practice (Isaiah 40:8; Matthew 5:18; 24:35; Romans 15:4; Hebrews 4:12).

We believe the Bible teaches that man, created by God, willfully sinned against God and is consequently lost and without hope apart from Jesus Christ (Acts 4:12; Romans 3:23).

We believe the Bible teaches that salvation is the forgiveness of sins, offered by grace, through faith in Jesus Christ (Matthew 26:28; Romans 5:9; Ephesians 2:8-9; 1 Peter 1:18-19; 1 John 1:7). We believe the Bible teaches that one receives God's grace by putting faith in Christ, repenting of sin, confessing Christ as Lord and being immersed into Christ, but that none of these is sufficient in and of itself for the assurance of salvation (Romans 5:1-2, 6:1-7; Luke 24:45-47; Acts 3:19, 17:30; 2 Peter 3:9; Matthew 10:32; Romans 10:9; Philippians 2:11; 1 John 4:15; Acts 2:38; Galatians 3:27; Colossians 2:12; 1 Peter 3:21).

We believe in the Church of Jesus Christ, founded on the Day of Pentecost and consisting of all Christians everywhere (Matthew 16:13-18; Acts 2:14-47).

We believe the Bible teaches that the Elders are to exercise authority over the local congregation (Acts 20:28; Philippians 1:1; 1 Timothy 3:1-7; Titus 1:5-9; 1 Peter 5:1-4).

By signing below, you agree to support the above statement of faith.

Applicant's Signature

Print Applicant's Name

Date