



POSITION: Campus Pastor

REPORTS TO: Executive Pastor

PURPOSE STATEMENT: To help people live Jesus-centered lives by creating a local movement of people who meet, follow, and share Jesus by leading a thriving campus team who function in a manner consistent with Grace's values, priorities, and brand.

EMPLOYMENT STATUS & HOURLY REQUIREMENTS: Full-time, 40+ hours

POSITION RESPONSIBILITIES

- Work in concert with campus staff and central services to maintain a Grace-specific, multisite mindset and strategy
- Lead campus staff and volunteers to initiate and execute community impact events in concert with Grace's overall plans
- Shepherd, invest in, develop and challenge the attendees of campus
- Serve on the teaching team and teach approximately 10%-30% of the time at campus
- Manage campus staff and ensure they are properly leading and managing their ministry teams and home groups
- Work with connections staff to ensure guests are followed up with and integrated into the life of the campus
- Create and protect a healthy church culture that reflects our values and brand
- Work on church-wide projects and initiatives as determined by the Lead Pastor and Elder Board
- Function as the campus champion to the Elders and the Executive Team

- Effectively manage the campus budgets
- Oversee and develop campus staff and be responsible for campus performance
- Other duties as assigned by the Executive Team

REQUIREMENTS AND QUALIFICATIONS

- Passion for a local church focused on reaching a local community
- Honor and model the Staff Code values of Hungry, Healthy and Humble and teaches/coaches others to do the same
- Love Jesus, submits to the truth of the Bible, lives with integrity, and strives for Jesus-centered living
- Commitment to the Statement of Faith of Grace Fellowship through partnership
- Understand and manage the tension of the “And” through high passion for both evangelism and discipleship
- Have a strong mix of leadership, shepherding, recruiting, building, and developing
- Excel in collaboration with multiple ministry leaders at central services and various campuses
- Engaging stage presence
- Significant experience recruiting, leading, and developing teams of people in either a church or corporate setting
- Significant knowledge of the Bible and how to apply it to people’s lives in various settings
- Self-motivated, highly driven, craves feedback, strong relational ability, team builder

PERFORMANCE MEASURES

The Campus Pastor knows they are winning when the Campus possesses a healthy Grace culture, the staff is healthy and excellently led, group

participation is growing, and all the campus specific metrics are healthy and growing.

- Weekly attendance growth: Increase average weekend service attendance
- Group attendance retention
- 75% of weekly attendance participates in groups