



## ***JOB DESCRIPTION***

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**Job Title:** Campus Pastor/Director

**Reports to:** Pastor of Campuses

**Position Status:** Full-Time

### **Job Summary**

*Mercy Church exists to make disciples who love God, love each other, and love our world.*

The Campus Pastor (CP) will be the primary leader at his local congregation. Under the direction of the Elders, the Lead Team, and his supervisor, his responsibilities will be to provide vision, leadership, and care for the local congregation. He will be expected to work through staff and volunteer teams to make disciples who love God, love each other, and love our world

### **Qualifications**

- Must meet the requirements of an Elder as outlined in 1 Timothy 3:2-7 and Titus 1:6-9
- Must have a minimum of 3 years of church leadership experience (5+ years preferred)
- Must have a strong theological foundation. A Bachelor's or Seminary degree is preferred but not required
- Must possess strong leadership, organizational, and communication/teaching skills
- Must be passionate, caring, and approachable, and possess a pastoral heart for church ministry
- Must be evangelistic in ministry approach

### **Responsibilities**

While there are lots of responsibilities that a CP holds, we have summarized them into these 5 categories represented by the acronym C.A.R.E.S. Ultimately, the CP is expected to care well for the local congregation that God has entrusted to him by leading and pastoring the Campus and the congregants. See below for some details of these responsibilities.

- **C - Communicate**
  - Provide vision, support, and leadership for the campus staff and the congregation.
  - Preach/teach as needed and as assigned during weekend worship services and at other ministry events.
  - Host membership class, Starting Point, and other various campus events.
- **A - Administrate**
  - Oversee and supervise the operations and logistics of any Campus-specific facilities or ministry events, including the weekend service(s) for his assigned



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- o campus. Ensure that operations are within Mercy's standards and aiming for excellence.
- o Participate in all regularly scheduled Campus Pastor meetings and other pertinent meetings as assigned by the supervisor.
- o Help determine and manage the budget for his Campus as well as any of his subordinates' areas of oversight.
- o Attend all necessary leadership meetings/functions.
- **R - Reproduce**
  - o Lead, develop, and shepherd the Campus staff team.
  - o Help people take their next step in following Jesus by overseeing the identification, recruitment, and development of key ministry leaders from within the congregation at his campus.
  - o Encourage discipleship and champion spiritual growth of congregants through their being involved in Community Group, Mercy Equip, and other various ministries.
  - o In collaboration with other ministry staff, help with the leadership of Community Group leaders.
  - o Encourage evangelism and equip congregants to share their faith.
- **E - Execute**
  - o Identify, plan, and execute local outreach opportunities.
  - o Implement or assist in the implementation of Mercy Church systems for all ministries at the campus/congregational level.
  - o Provide leadership, input, and support to church-wide initiatives as needed.
  - o Oversee the administration and execution of campus-connections, baptism, communion, and commissioning.
- **S - Shepherd**
  - o Officiate weddings, funerals, and baptisms for congregants from his campus.
  - o Provide pastoral counseling or recommend professional counseling as needed.
  - o Ensure that the congregation of his campus is being consistently cared for by working with Mercy's care ministries/teams and ensuring that he is leading through leaders.
  - o Initiate and facilitate efforts to serve, enrich and reach the surrounding community.
  - o Help shepherd the local congregation and lead the campus elders.

*\*Miscellaneous Responsibilities* – This job description is not meant to be an all-inclusive statement of every duty and responsibility that will be required of an employee in this position. Therefore, additional duties may be assigned and/or changed without advanced notice.