

CAMPUS PASTOR POSITION DESCRIPTION GRACE CHURCH

Reports to: Operations Director

PURPOSE OF MINISTRY: Lead a growing, thriving campus of Grace Church that develops all people into fully devoted followers of Christ.

QUALIFICATIONS:

The position of Campus Pastor at Grace Church requires the employee to perform the following ministerial functions, which are an integral part of his or her employment. These ministerial functions include, but are not limited to, leading and/or participating in staff devotions and/or prayer, sharing the Gospel with visitors or others when called upon to do so during the workday, and the written or verbal communication of biblical teachings.

1. Presents an ongoing, biblically centered lifestyle in accordance with the code of conduct and general beliefs of Grace Church.
2. Demonstrates a personal commitment to making disciples who make disciples and a strong concern for those who are without a relationship with Jesus.
3. Supports the doctrine, (Statement of Faith – Bylaws Article 2.01-.04) mission, values, vision and strategy of Grace Church.
4. Meets qualifications for elder found in 1 Timothy 3:1-7, Titus 1:6-9 and 1 Peter 5:1-3.
5. Is/become an active member in good standing of Grace Church.

DESCRIPTION:

- A. Demonstrates the ability to think strategically, dream for the future, and provide strong, healthy leadership to carry out the mission and vision of Grace Church. Builds trust and relational chemistry with the Directional Leadership Team, supervisor, and other campus leaders.
- B. Leads with a strategic mindset, championing Grace Church's mission and strategy while adapting execution thoughtfully to the local campus context.
- C. Demonstrates organizational alignment and loyalty by stewarding vision with integrity, handling disagreement with maturity and discretion, and building trust through consistent communication and follow-through.
- D. Lives missionally with a clear evangelistic posture, maintaining an outward-facing focus that prioritizes relationships with those far from Jesus.
- E. Maintains a consistent rhythm of engagement with unchurched individuals and key community leaders, representing Grace Church with authenticity and relevance.
- F. Participates in discerning and helping determine the location and contextual strategy of the campus they oversee.
- G. Possesses ability to teach God's Word for life-application in various settings.
- H. Builds and leads healthy teams by inviting, equipping, developing, and releasing leaders, casting vision for both a launch team and future campus leadership pipelines.
- I. Demonstrates intrinsic motivation, grit, emotional maturity, and professionalism.

- J. Oversees campus budget with responsibility and wisdom, cultivating a culture of stewardship and generosity aligned with Grace Church values.
- K. Models alignment with Grace Church systems and philosophy and willingly implements the “Grace Church way” as outlined in Ministry Playbooks, while providing appropriate feedback for continuous improvement.
- L. Actively participates in all-church initiatives, events, meetings, and assigned roles, contributing to unity and shared momentum across campuses.
- M. Provides pastoral care as appropriate through counseling, discipleship, prayer, and personal follow-up (calls, messages, hospital visits, etc.), in coordination with the broader pastoral team.
- N. Demonstrates a healthy family system and spousal support that aligns with and sustains the demands of campus pastoral leadership.
- O. Assumes additional responsibilities as assigned, with a commitment to clarity, prioritization, and sustainable leadership practices.

TIME COMMITMENT: Full-time salary position with benefits.

TRAINING OPPORTUNITIES: As available and needed.