

Job Description for Campus Pastor

Position: Campus Pastor

Location: Lakewood, Colorado

Reports To: Lead Pastor & Director of Operations

Status: Full Time, 40-50+, Exempt

Start Date: As Soon As Possible, To Be Determined

** After reviewing the below information, please send your resume (with required information and narrative) to jobs@lighthousechurch.tv with the subject line, "Campus Pastor Resume".

Staff Values at Lighthouse

1. We **LOVE** our church. The people of Lighthouse are our family. Even when times are tough, we love our family.
2. We are **EXCELLENT**. We do everything to the best of our abilities because we can and we should.
3. We don't recruit volunteers, we **EMPOWER DISCIPLES of JESUS**. We are always working towards helping people take next steps towards Jesus, in every sphere of life.
4. We **WORK HARD**. Church work is not easy, and yet, as a team we do it. Some seasons are amazing, others feel draining, but we all hold each other accountable to work hard.
5. We are **GENEROUS**. As a staff, we lead in our generosity at Lighthouse. We give our finances, our time, our creativity to our church, as an offering not only to Jesus, but also as a model to our church family.
6. We want a relationship with **THE GODHEAD**. Each person of the Trinity desires a relationship with us. As a staff, we pursue The Father, the Son, and the Spirit. Intimacy, knowledge, and pursuit of all of who God is for the sake of our church and our world is assumed as a staff.
7. We are **CALLED**. Each home, each person, each apartment, in each area of our city matters to Jesus. We are a church staff that feels called to the people of our surrounding areas, and we want to bring holistic redemption to them.
8. We strive for ethnic **HARMONY & DIVERSITY**: Our world is beautifully diverse, and so are the neighborhoods surrounding the Lighthouse campuses. It is our staff's passion to ensure that we not only preach the Gospel of God's Kingdom, but we embody what God's Kingdom looks like. It is not easy work, but it is beautiful, harmonious work.
9. We **GET UNCOMFORTABLE**. As a staff, we take risks, a lot. We push ourselves into areas of ministry "unknowns" so we can grow and reach more people for Jesus.

Character Qualifications

- **Humility:** Stay teachable, ask questions often, and never make assumptions.

- **Steady:** Able to calmly and effectively interact with all kinds of people and situations.
- **Dependability:** Be someone others can count on, and always follow through.
- **Loyalty:** Maintain unity, and refuse to spread any form of gossip, division, or dissension.
- **Transparency:** Be open and honest, willing to share struggles just as much as strengths.
- **Relatability:** Formulate healthy relationships; be fun to be around and work with.
- **Conflict Resolution:** Work quickly to confront and resolve issues with others.

Role Overview

The Campus Pastor role is to champion Lighthouse's vision by leading a single Lighthouse campus in accordance with the overall direction of Lighthouse and being responsible for the growth, health, and alignment of a campus. The Campus Pastor will accomplish the expectations of this role by developing genuine community relationships, connecting new and existing members to Lighthouse, shepherding and equipping leaders and staff through preaching and teaching, and providing loving pastoral care.

General Requirements

The Campus Pastor must...

- 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, their relationship with their children, and their ability to effectively manage their finances.
- Be an example of the type of Christ follower that we want our people to become by embracing Lighthouse's vision, holding to our statement of beliefs, practicing 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 Lighthouse.
- Understand and embrace the theology of God's Kingdom, in part on earth, yet not in full as it will be in Heaven (otherwise known as "Inaugurated Eschatology"), and its implications for followers of Christ in the Kingdom of God.
- Believe that the Holy Spirit indwells every follower of Jesus and consistently empowers them to 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.
- Become a visible example and model to our congregation and be authentic, joyful, winsome, inspiring and compassionate.
- Be an effective communicator, both formally and informally, with warm and engaging interpersonal skills that are both relatable and inspiring.
- Have demonstrated abilities as an action-oriented leader, ability to cast vision and align leaders accordingly while exuding humility and grace.

Primary Responsibilities

The Campus Pastor is responsible for a number of deliverables, including:

- Create a vibrant and attractive church family, measured by campus depth (discipleship) and growth (attendance).
 - The Campus Pastor must consistently strengthen the relationship between their campus and the larger church by constantly reinforcing Lighthouse's priorities, vision, values, message and culture.
 - The Campus Pastor will be the visible pastoral presence of the campus by welcoming people individually, hosting services, making sure new people are identified and received warmly, and praying for the hurting people of that campus.
 - The Campus Pastor will work in tandem with their Campus Worship Pastor and already established volunteers called Service Hosts to ensure that the mission of Lighthouse Church is fulfilled each and every week.
 - The Campus Pastor will preach emotionally dynamic, Jesus-centered, life-changing messages on Sunday mornings and for other ministry events that align with the heart, passion and preaching style of Lighthouse Church.
- Build a financially viable campus, as measured by income, expenses and contributions to Lighthouse Church overall.
- Spiritually develop and shepherd the people of their campus, as measured by service, giving and involvement in the Lighthouse community..
 - Integrate new people into Church Management Software (Planning Center) and into Home Groups directly or with the assistance of leaders/staff who oversee the Home Groups and volunteer ministries.
 - Supervise Lighthouse Serving Team 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.
 - Manage "front door" connection opportunities (lobby conversations, calls, emails, web inquiries, and connect cards).
 - Provide first step initiatives for new Christians (Masterclass, Baptisms, etc.)
 - Participate in regular events for new attendees. (Join The Family, Wednesday Worship)
 - Support and participate in the vision of Home Groups at Lighthouse.
 - Create and implement a strategy for connecting people into groups (such as MasterClass, Membership, Baptism, etc.) during non Home Group seasons.
 - Implement an evaluation process to measure effectiveness of connection processes (objectives, action items, improvement, metrics).
 - Oversee administration and development of mid-sized and larger groups/events at your campus, and other campuses as needed.
 - Provide pastoral care by overseeing the campus' response to crisis and providing care/compassion.
 - Work with the church Executive Team and outreach staff/leaders to provide benevolence assistance as appropriate.
 - Provide pastoral counseling as needed.
 - Perform weddings, funerals, baptisms, and child dedications.
 - Provide hospital visits as necessary.
- Lead campus staff and volunteer leaders to effectively accomplish the vision and goal of the campus.
 - Attend and participate in campus events and services as needed (Kids, Youth, Worship, Regional All-Church Events, etc.)

- Attend all Lighthouse meetings and events as needed (staff meetings, member meetings, Executive Team meetings, etc.)
- Participate in strategic leadership development opportunities (1 on 1 meetings with other staff and leaders, performance management, evaluations and reviews, interviewing and selecting certain staff positions, volunteer recruitment and development, etc.)

Resume Requirements

Applicants will provide in their resume:

1. History of previous (and current) pastoral/para-church positions, including dates, information about the ministry/para-church organization, and reason for leaving.
2. History of non-vocational ministry positions, including dates, information about the organization, and reason for leaving.
3. Narrative, in the form of 4 paragraphs, of (1) who you are, (2) what ministries or organizations you have grown, (3) why you believe you would be a good fit for the vision and mission of Lighthouse Church, and (4) what you bring to the table in regards to being a Campus Pastor.
4. Results from a Meyers Briggs, Strengthsfinders, Enneagram, and DISC assessment. Not all four are required, but would be preferred.
5. Education History.
6. Photograph of applicant and your family.
7. A video link of you preaching to a live audience. Preferably more than one video.

Reference Requirements

Reference Section Requirements (please note ALL references will be contacted, so please be selective but wise. It is better to provide a holistic group of references, rather than references that will only share the positives and none of the negatives of your work or life history).

1. Previous Co-Worker
2. Previous Direct Overseer/Boss
3. Character Reference
4. Mentor/Spiritual Director

Resources Applicants Should Read

How to “buy into” a church culture:

<https://www.vanderbloemen.com/blog/4-tips-for-seamlessly-joining-a-new-church-team>

What type of campus pastor are you:

<https://www.vanderbloemen.com/blog/the-4-types-of-campus-pastors-and-which-one-you-need>

Beginning steps (after hire):

<https://www.vanderbloemen.com/blog/how-to-start-well-earn-the-trust-of-church-leadership>

*** Please read these articles and take note of their content. Throughout your interview process you will be asked questions related to them.*