Position Description

MISSION: “Advancing God’s Kingdom everywhere, one person at a time.”

A. Job History:

Job Title: Campus Pastor
Reports to (Title): Executive Pastor
Department: Ministries
Created: May 2016
Created by: Lisa Gidlow
Revised: May 2018 (Steve Hudson)

HR USE ONLY: ☒ Exempt ☐ Non-exempt Hours: 40 hours/week

B. Strategic Role Summary:
The Campus Pastor is the face of Hosanna! at a campus. The pastor is a high-capacity leader who builds teams to ensure the success of the local campus. Success is defined as a growing campus fulfilling the mission of Hosanna! This pastor serves to influence the entire congregation and community through leadership, team building, communication and relationships at the assigned campus. Effective implementation of Hosanna! practices and policies to support the vision of Hosanna! at the campus is also necessary.

C. Key Responsibilities (Essential Output):

1) Lead in the overall pastoral care for campus, including meetings with attendees, hospital visits, counseling, and other pastoral acts.
2) Responsible for integrating Hosanna’s DNA & vision throughout the campus.
3) Assist in developing, leading, encouraging and equipping the new campus in owning the vision and developing the character and skills necessary to achieve our purpose.
4) Responsible for the management and leadership of staff and volunteers at assigned campus.
5) Responsible for being Hosanna’s representative in the larger community by communicating Hosanna’s vision and mission to the community and the influencers/leaders in the community.
6) Ability to successfully communicate via preaching and teaching as assigned at campus, including regularly scheduled hosting and pastoral oversight.
7) Work cohesively and collaboratively with other Hosanna! leaders to ensure appropriate support for the campus and integration with other campuses.
8) Maintain campus office hours, creating visibility and connections and pastoral oversight at the campus.
9) Responsible for the development, adherence and management of assigned campus budget.
10) Responsible for recruiting, developing, encouraging and leading volunteers and/or team of volunteers for campus development.

D. Education/Experience:

<table>
<thead>
<tr>
<th>Required</th>
<th>Preferred</th>
<th>Major Course of Study/Description</th>
<th>Years of Exp.</th>
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</thead>
<tbody>
<tr>
<td>HS Diploma/Equivalent</td>
<td>☒</td>
<td>☐</td>
<td></td>
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<tr>
<td>Bachelor’s Degree</td>
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<tr>
<td>Advanced Degree</td>
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<td>☒</td>
<td>Master’s degree in Theology, Biblical Studies, 7+ years</td>
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<tr>
<td>Leadership development</td>
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<td>Proven large church leadership, 5+ years</td>
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E. Core Competencies:

• Mature faith, a personal relationship with Jesus Christ, commitment to the Teaching Statement and ministries of Hosanna!, a signed Hosanna! Leadership Covenant, and submission to Biblical authority.
• Ability to lead through others through strong leadership, management and guidance at all levels of the organization.
• Membership in the congregation and worship at Hosanna!
• Willingness to live and engage in the target campus community.
• Ability to mentor others (volunteers, staff and guests) and guide through supportive relationships.
• Ability to take initiative and work without direct supervision.
• Working knowledge of and experience with group systems, including small groups and multisite models.
- Proven ability to lead staff and volunteers with vision.
- Ability to maintain confidentiality and discretion.
- Ability to plan, supervise, and delegate responsibilities as a leader of the campus. This includes direct and indirect management and leadership.
- Ability to build inspiringly effective ministry teams and develop effective relationships within team.
- Ability to effectively communicate ideas and concepts to a wide variety of people.
- Ability to effectively build congregational attendance through youth, adult and weekend ministries.
- Proven entrepreneurial work ethic.
- Proven ability to multi-task large initiatives.

F. **Working Conditions/Physical Demands:**

| Schedule includes working evening, weekend, and extended hours as required by ministry needs. This includes Christmas Eve and Easter. |
| Requires repetitive and extended computer work, including keyboard and mouse movement. |
| Extensive standing, walking and sitting for extended periods of time. |