



Job Title: Campus Pastor (future campus)

Job Type: Full-time, Exempt (40+ hours)

Who We're Looking For

The ideal Campus Pastor combines the **heart of a pastor, the instincts of a leader developer, and the drive of a builder**. They must have a proven capacity and passion for building teams, executing ministry strategies, and achieving ambitious goals. This leader builds trust, knows people by name, develops leaders, mobilizes volunteers, and helps create a Jesus-centered community where everyone is welcome, and people feel valued and cared for. The successful candidate will thrive as a leader among leaders on a fast-paced team that embraces accountability and excellence in all that we get to do. Our Campus Pastor's success is measured by people taking next steps: being baptized, participating in discipleship groups, joining the Dream Team, and demonstrating other spiritual growth.

What You'll Do

Lead the Campus

- Champion the mission, vision, values, and culture of Verve City Church.
- Provide leadership and oversight for all campus ministries, volunteer teams, and weekend experiences.
- Take responsibility for campus-specific growth by tracking and meeting measures around attendance, volunteer engagement, discipleship participation, generosity, and community impact.
- Cultivate a personal and congregational love for and engagement with the local community
- Create momentum by identifying opportunities, solving problems proactively, and moving key initiatives forward.

Develop Leaders and Volunteers

- Recruit, train, coach, inspire, and empower Dream Team volunteers and ministry leaders.
- Supervise campus staff and/or key volunteer leaders, including Next Gen and Worship leadership.
- Foster collaboration, alignment, accountability, and healthy team dynamics.
- Create an environment where volunteers feel valued, equipped, connected, and growing spiritually.

Oversee Weekend Experiences

- Ensure excellence across worship gatherings and ministry environments.
- Represent Verve City leadership at the local campus, emceeding "host" moments between live worship and video-delivered teaching from the main campus
- Collaborate with central ministry teams to implement local expressions of churchwide special events including seasonal outreach and "invite days" (At the Movies, Christmas, Easter, etc.)
- Regularly evaluate and improve guest experience, engagement, and ministry effectiveness.

Pastor and Shepherd

- Provide spiritual care as the primary pastoral presence for the campus congregation.
- Walk with people through challenges, crises, transitions, and milestones.
- Lead and/or participate in weddings, funerals, baptisms, counseling, hospital visits and crisis care as needed.
- Pray with people, listen well, and respond with wisdom.
- Model emotional maturity, integrity, and healthy boundaries.

Build Healthy Systems

- Partner with the central team to develop and implement ministry systems and operational processes.
 - Steward campus budgets, facilities, volunteers, and resources responsibly.
 - Demonstrate flexibility and a willingness to help develop ministries “not here yet” as Verve City continues to grow.
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Qualifications

Character and Ministry Fit

- Growing, authentic relationship with Jesus
- High integrity, strong judgment, and a teachable spirit
- Thrives in a fast-paced environment and handles pressure with intensity, but not drama
- Warm, easy-to-be-around presence with confident leadership
- If married – has a spouse/family who actively supports pursuit of a leadership role in vocational ministry

Leadership Capability

- Bachelor’s degree and strong biblical knowledge and theological understanding, applied to lead and shape others’ spiritual growth through 1:1 discipleship, small group teaching/facilitating, training volunteer leaders, etc.
- Proven ability to pastor people while simultaneously leading teams, volunteers, and ministries effectively
- Demonstrated ability to set goals, execute plans, and achieve measurable results through teams and volunteers

Relational Intelligence

- Understands and embraces the mission of an outward-focused church culture that seeks to reach people who are not yet following Jesus, while helping believers grow in their faith
 - Connects naturally with diverse types of people
 - Strong communicator, upfront and one-to-one; able to cast vision and inspire people
 - Handles conflict directly and graciously
 - Naturally relational and energized by being with people
 - Demonstrated pastoral instincts, emotional intelligence, and spiritual maturity
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Practical Expectations

- Full-time role (40+ hours per week) // Flexible PTO
 - Reports to: Executive Pastor
 - Supervises: 2-4 Campus Staff
 - Sundays required: including all weekend services and campus leadership responsibilities
 - Additional evenings/weekends required several times per month
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To Apply

Submit a PDF of your resume and a 1-page cover letter explaining your interest and any ways in which you are uniquely qualified for this role to jobs@vervecity.church.

Background

About Verve City Church:

Verve City Church is a growing, Jesus-centered church whose mission is to help people find life by following Jesus. We are passionate about creating environments throughout the Inland Empire where spiritually-curious people can explore faith, experience belonging, and discover the hope of Jesus. As we continue to grow, we are seeking exceptional leaders who can help us expand our impact, develop people, strengthen communities, and reach more people with the love and good news of Jesus.

Why This Role Matters:

The role is an opportunity to help lead a growing multisite movement, while serving as the primary pastoral leader of a local congregation. The Campus Pastor helps create a community where people feel known, valued, challenged, and cared for. This leader develops volunteers, raises up leaders, builds healthy ministry systems, and creates momentum that helps people take meaningful next steps in their faith. The Campus Pastor will help shape the future of Verve City's next season of growth.