

CHARTER OAK CHURCH

JOB DESCRIPTION

Campus Pastor

(Senior Staff – Full Time)

The role of the Campus Pastor is to oversee the life and direction of the Campus under the direction and leadership of the Lead Pastor. This will require a firm grasp of the beliefs, values and strategy of Charter Oak Church and the ability to align staff and key leadership teams with its mission, vision, and values. The Campus Pastor will offer pastoral leadership to the campus. The Campus Pastor will also ensure that the systems, practices, and policies of the church responsibly and effectively support its ministry activities.

The Campus Pastor will be responsible for:

1. Modeling Biblical Priorities

Is responsible for upholding Biblical priorities and core values of Charter Oak Church. The Campus Pastor should represent a growing personal relationship with Christ. The Campus Pastor models a strong relationship with his or her spouse (if married) and children (if applicable). The Campus Pastor strives to fulfill his or her purpose in life and ministry while demonstrating integrity in words, relationships, and actions. These objectives are accomplished by:

- Committing to a daily quiet-time with God.
- Participating in a small group on a regular basis.
- Setting appropriate boundaries to protect character and integrity.
- Developing personal evangelism opportunities within and outside the church.
- Supporting the ministries of Charter Oak Church by faithfully giving at least 10% of gross income.
- Adhering to and encompassing the qualities and characteristics required of Charter Oak Church employees, as defined by the Staff Handbook.

2. Staff Supervision and Development

Provides leadership to the campus staff team. The Campus Pastor will lead, evaluate and mentor existing staff in their respective areas of ministry and prioritize future staffing needs. Includes the following responsibilities:

- Supervising the campus staff leadership team as it relates to day-to-day ministry and operational activities.
- Overseeing the training and development of campus leadership team.
- Empowering staff and volunteer leaders to lead the ministries and operations.
- Providing coaching to the staff in the design and implementation of all church ministries including periodically evaluating appropriate changes to organizational structure to reflect ministry strategy.

3. Strategic Leadership and Planning

Is responsible for championing Charter Oak Church's vision, mission, and values at the campus location. The Campus Pastor will assist the Lead Pastor in strategic planning and staff coordination in the execution of the church's mission and vision. The Campus Pastor will lead the campus in accomplishing goals and action plans established by the Lead Pastor and Leadership Team. The Campus Pastor will provide the catalyzing challenges and activities which allow Charter Oak Church to remain true to its mission and vision. This leadership and input will be provided through many activities including:

- Filling the leadership pipeline.
- Implementing an intentional staff meetings strategy to clarify and execute Charter Oak Church's goals and objectives.
- Monitoring and reporting the pulse of the congregation through research and evaluation of attendance, giving, small group participation, baptisms, volunteer engagement, community transformation, etc.
- Ensuring staffing, facilities and programs are appropriately and effectively aligned to best meet strategic goals and Charter Oak Church campus constants.
- Managing campus budget and providing oversight of the campus financial functions.
- Provide the overall leadership of pastoral care of the campus through life transitional moments (weddings, baptisms, funerals), counseling, and other pastoral care personally and through volunteers.
- Fulfilling other pastoral and administrative duties or other tasks which might not be considered part of the normal job description as assigned by the Lead Pastor.

4. **Oversight of Campus Worship Experiences**

Is responsible for ensuring that all worship experiences are executed with excellence. The Campus Pastor displays excellent communication skills, the ability to make sound decisions, high level networking and relational strengths that enhance each worship experience. These objectives are accomplished by:

- Maintaining Gospel clarity under the Charter Oak Church umbrella at the campus.
- Delivering relevant, Biblical messages.
- Teaching and leading in small, medium, and large group settings.
- Planning and executing worship and other creative elements to complement the teaching in each ministry environment.