



**TITLE: Campus Pastor**  
**I REPORT TO: Lead Pastor**  
**REPORTING TO ME: Campus Staff**  
**CATEGORY: Elder**  
**CURRENTLY HELD BY:**  
**LAST UPDATED: September 2010**

### **Overview**

As Campus Pastor, you will provide leadership and direction to the Campus Team primarily working in member care, administration, and leadership. This role is essential for common focus/implementation of the Elders vision for this church in the city. The Campus Pastor provides pastoral oversight to every person that calls that campus home. The role of the Campus Pastor requires a unique mixture of gifts and abilities. A campus pastor must fulfill all the duties of the lead pastor of a local church while humbly submitting to the senior leadership of Sojourn Community Church.

### **Qualifications**

- Fulfill the duties required of a Sojourn Member as outlined in our constitution and membership covenant
- Fulfill the character qualifications and duties of Elder as taught in the Scriptures
- Have a strong gift of leadership and be able to develop leaders of leaders
- Be strong at multi-tasking, time management and prioritizing
- Ability and desire to preach with a proven history of pastoral leadership

### **General Responsibilities**

- Cast and communicate a vision for the campus
- Developing leaders of leaders
- Build campus identify, community and mission through leading, teaching, and shepherding
  - Managing progress
  - Leading staff
  - Solving problems
  - Setting pace
  - Ensuring quality control
- Collaborate with Sojourn network ministries to carry out mission (i.e. Worship)
- Ensure health of campus

### **Specific Duties and Responsibilities**

#### Member Care (70-80 hours per month)

- Oversee overall assimilations process of visitors into the life of the church from first visit to baptism to community group participation
- Lead campus Group Life to establish groups as the primary means of member care
- General counseling & care of members as needed
- Facilitate membership classes
- Officiate weddings, visit sick, perform funerals, baby dedications, and baptism's

#### Administration (20-30 hours per month)

- Maintain comprehensive knowledge of campus systems and protocol
- Communicate with Executive Elder team
  - updating and debriefing current campus projects
  - receiving and disseminating direction from Executive Elders
- Communicate and collaborate with ministry elders and staff as needed
- Tracking campus health and progress
  - oversee and implement tracking system (key metrics)
- Strategic planning and implementation
- Oversee campus budget

Teaching/Leading (30-40 hours per month)

- Lead, develop and manage campus staff and volunteers
- Responsible for leading meetings and trainings at campus level
- Teach membership classes and preach (in rotation) as part of Teaching Team

Study (20-30 hours per month)

- Be growing in Bible
- Be growing in leadership
- Be growing in theology

Project Management (2-8 hours per month)

- Oversee special projects at campus level as needed

**Expectations and Compensation**

45-50 hours per week salaried. Also includes benefits package with full medical/dental