

Waypoint Church Job Description

Job Title: Campus Pastor
Department: Ministry Staff
Reports To: Lead Pastor
FLSA Status: Full-Time, Exempt

SUMMARY:

The role of the Campus Pastor is to oversee the launch and leadership of a Waypoint Campus Plant under the leadership of the Lead Pastor. This will require a firm grasp of the beliefs, values and strategy of Waypoint Church and the ability to align staff and key leadership teams with its mission, vision, and values. The Campus Pastor will offer pastoral leadership in the development of a multi-site campus to ensure that the systems, practices, and policies of the church responsibly and effectively support its ministry activities.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

1. Launch Phase: Responsible for implementing the Waypoint Campus launch EPOD. The Campus Pastor will contextualize best practices for implementation within the Waypoint Strategy. The Campus Pastor will build a Core Team and lead them to engage the city of the campus plant. The Campus Pastor will recruit, train and equip volunteers for ministry leadership.
2. Campus Leadership: Responsible for championing Waypoint's mission, vision, and values at the multi-site campus location. The pastor will lead the congregation spiritually and steward the resources of the campus to effectively accomplish unique goals and strategic objectives. This leadership takes the form of many activities including:
 - Monitoring and reporting the pulse of the congregation through evaluation. Identify marks of health and plans to strengthen 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 Waypoint vision.
 - Managing the campus budget and providing oversight and direction in a variety of financial functions of the church including stewardship campaigns, cash flow, contributions, and budget development.

- Fulfilling other pastoral and administrative duties (weddings, funerals, baptisms, new members class, child dedications, counseling, etc.) or other tasks which might not be considered part of the normal job description.

3. Oversight of Campus Worship Experiences: Responsible for ensuring that all worship experiences are executed with excellence. The pastor will utilize communication skills, biblical wisdom, relational equity, and pastoral care to enhance each worship experience. These objectives are accomplished by:

- Preaching weekly expository sermons in alignment with the Waypoint Teaching Team plan and direction.
- Equipping volunteers and campus staff to use their gifts to serve in worship environments.
- Leading the team to plan worship and other creative elements to complement the teaching in each ministry environment.
- Identifying “excellence to scale” for the campus in the area of production and worship.

4. Staff Supervision and Development: Responsible for leadership of the campus staff team. The 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 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.

QUALIFICATIONS:

Fulfill the duties required of Waypoint members as outlined in the membership covenant.

Fulfill the character qualifications of a pastor as taught in the Scriptures.

Possess humility, a desire to continually improve, and a passion to build a fruitful church and ministry operations.

Maintain a commitment to serving Waypoint Church in this role to ensure a solid foundation and consistency for the multi-site location.

Possess discretion, perseverance, patience, sense of humor, team spirit, and genuine caring.

Ability to focus on details and utilize administrative and organizational skills to build strategies and systems.

Maintain results-focused leadership with persuasive interpersonal skills adaptable to a variety of personalities and situations.

KNOWLEDGE, SKILLS & EXPERIENCE:

Minimum 5 years of experience in a related church staff position.

Strong teaching and training skills.

Entrepreneurial abilities, from big picture strategy to operational details.

Able to lead volunteer teams, recruit, develop and inspire people, set clear expectations and accountability.

EDUCATION:

Bachelor's degree in related field or related experience.

WORK ENVIRONMENT:

The characteristics described here are representative of the environment the employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. This position requires sitting and viewing a computer monitor for extended periods of time, manual dexterity, bending, stooping, walking, reaching, occasional moderate lifting (up to 40 pounds), good hearing, voice control and good vision. The noise level and the work environment are usually moderate.