Position Description

CAMPUS PASTOR

POSITION SUMMARY

Under the direction of the Lead Pastor of Meredith Drive Reformed Church and in partnership with the Senior Staff team, the Campus Pastor shall provide the Pastoral leadership and oversight for carrying out the vision and mission at a Campus location within the overall vision and mission of Meredith Drive Reformed Church. Working cooperatively with the Lead Pastor and Specialty Pastors, this position provides leadership over the campus team of Elders, Deacons, volunteers, staff and ministries, including but not limited to Adult Discipleship, Youth, Children and Family ministry. The Campus Pastor also provides leadership, visioning, preaching, and teaching specific to the Campus while also assisting in the overall visioning and leadership of Meredith Drive Reformed Church. The Campus Pastor shall be accountable and report to the Lead Pastor.

GENERAL EXPECTATIONS

• Have a heart for the Lord, and maintain a vital and growing relationship with Jesus Christ through personal prayer, Bible study and relationships with other Christ followers

• Accept the Bible as the inspired and infallible word of God

• Be an authentic, open and visible leader, leading by example in both personal and church matters through a life lived for Christ

• Have a passion and desire for Meredith Drive's mission and vision; to lead a specific Campus within the Church’s multi-site model; and for strong children, family, youth, mission and outreach ministries

• Lead the Campus congregation in Biblically based, dynamic worship and praise

• Be actively involved in the community and collaborative efforts by churches in the community

• Commitment to Biblical interpersonal relationships and teamwork

• Be a member of Meredith Drive

• Love and care for your family

PRIMARY/KEY AREAS OF RESPONSIBILITY

• Visioning
  
  o Provide campus-specific vision within the context of Meredith Drive Reformed Church’s overall vision for ministry that is consistent with Biblical mandates, the RCA and Meredith Drive vision statements, and that challenges and motivates the congregation to be followers and disciples of Christ

  o Develop priorities and a plan to implement and live out that vision at the Campus location, in partnership with other senior staff.

  o Work closely with the Lead Pastor to communicate and implement the vision, priorities and Campus-specific plans to the Administrative Board, staff, congregation and community
Provide ongoing evaluation of the implementation and effectiveness of the vision and related priorities and plan, based upon ongoing changes in society and the community and the needs of the congregation

Work closely with the Lead Pastor and Specialty Pastors in the visioning process and implementation

**Leadership and Team Building**

- Lead the Campus staff team, working collaboratively and cooperatively with the Team as a whole and with the individual members within their areas of responsibility
- Love and encourage the Campus Staff team leading them in discipleship and fellowship
- Establish and manage measurable performance goals for Campus Staff team members and conduct regular individual performance reviews, not less frequently than annually
- Be accountable to, and work collaboratively with, the Lead Pastor and the Senior Staff team
- Participate in any teams, meetings and functions as directed by the Lead Pastor
- Provide the primary source of leadership for the Campus location in overall ministry and vision

**Preaching and Teaching**

- Primary preaching pastor at the Campus, preaching approximately 60% of services in each calendar year, collaborating with the pastoral staff on a preaching schedule that meets the needs of all campuses and maintains our identity as “one church”
- Provide leadership and collaborate with the Lead Pastor and the Senior Staff team in the planning of worship services, sermons and series, including special events or programs as determined for Ash Wednesday, Easter, Thanksgiving and Christmas
- Provide Biblically based preaching and teaching, consistent with a reformed theology and Reformed Church of America doctrine and standards
- Strive to provide a vibrant, dynamic worship and praise experience that points to Christ and leads people to be disciples of Christ in all aspects of life
- Support and consult on all preaching, teaching, mission and outreach programs, including Sunday School, small groups, youth programs and local, national and international mission and outreach opportunities

**Relationships and Connecting**

- Encourage and lead the congregation to live out the Biblical view of Christian community and the church at and through this Campus as part of Meredith Drive
- Be actively involved in the life of this Campus at Meredith Drive, including actively engaging with members and visitors and holding the congregation accountable as disciples in the community
- In coordination with Campus Pastoral Care Team and the Campus Elders and Deacons, be aware of, and participate in, the pastoral care needs of the Campus's congregation, including with respect to counseling, calls and visitation, illness and death
- Address and resolve conflicts in a healthy and constructive way, and in accordance with Matthew 18 principles
- Encourage outreach and mission as vital to the relationships and mission of the Campus and Meredith Drive as a whole
- Exemplify Biblical and Christ like living in all personal and church matters, including devotional and family life
- Maintain appropriate confidentiality

**Other Pastoral Matters**

- Conduct weddings and funerals as called upon
- Active in Pastoral Care matters
- Be aware of, and act within, the annual budget as approved by the Administrative Board, and otherwise promote and follow a sound fiscal approach
- Participate in reviews conducted by the Lead Pastor
- Pursue professional and educational development regularly, consistent with the vision and mission of Meredith Drive
- Other general pastoral duties as assigned or needed

**Preferred Qualifications**

- Strong preaching, teaching, speaking and leadership development skills
- Previous experience as pastor, site pastor or associate pastor of a church
- Open to multi-site and multi-cultural ministries
- A history of church growth in prior positions
- 3+ years as an ordained or commissioned pastor
- Experience and ability to fulfill this Position Description